

September 2025

Animal Welfare Policy & KPIs

WAITROSE
& PARTNERS

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THE WAITROSE & PARTNERS APPROACH TO ANIMAL WELFARE

At Waitrose & Partners, we believe that animal welfare and good business go hand in hand, because our customers expect and rely on us to be doing the right thing. Rearing livestock well and ensuring that high welfare standards apply throughout the animal's life are vital to ensuring the quality of the produce we sell.

We work closely with all our farmers to ensure that 100% of the livestock that provide the meat, poultry, eggs, milk and fish products we sell are reared to higher welfare standards.

We recognise that animals, as sentient beings, can feel pain and experience both negative and positive emotions, like joy and pleasure. While we already measure a wide range of welfare outcomes, we believe it's right to continue to explore novel measures and projects that focus on positive emotional states and natural behaviours.

We work closely with NGOs such as Compassion in World Farming (CIWF), Responsible Use of Medicines in Agriculture Alliance (RUMA), World Wide Fund for Nature, RSPCA (Royal Society for the Prevention of Cruelty to Animals), Marine Stewardship Council (MSC), Marine Conservation Society, and Clientearth to address welfare and sustainability issues in our livestock and fish supply chains.

A GOOD LIFE FOR OUR ANIMALS: MOVING BEYOND THE BASICS

For years, the Five Freedoms have been the cornerstone of animal welfare. They provide a vital framework, ensuring animals are free from hunger, thirst, and discomfort, and have the freedom to express their natural behaviours.

But our understanding of animal sentience has evolved. We've learned that simply avoiding negative experiences isn't enough. We believe true animal welfare goes further - it's about ensuring a "Good Life".

At Waitrose & Partners, this ethos is at the heart of everything we do. We are committed to not just preventing negative experiences, but actively promoting positive experiences for all animals in in Waitrose supply chains. It's a commitment to going above and beyond, because that's what we believe our animals deserve.



Waitrose Good Life Project

We actively collaborate with our farmers and panel of industry experts, including scientists, non-governmental organisations (NGOs), and animal welfare specialists, to develop an expanded list of outcome measures for each species within Waitrose supply chains. This group, known as the Waitrose Animal Welfare Development Group, supports our mission to ensure animals on Waitrose farms are living a Good Life.

The Good Life Framework incorporates five key areas: good health, good feeding, good housing, appropriate behaviour, positive emotional state. Our welfare outcomes measures are compiled into our Good Life Assessment and formally reviewed each quarter. We are proud that our dedicated farmers and suppliers work collaboratively to drive improvements in animal welfare as a result of this project.



OUR ANIMAL WELFARE RESPONSIBILITIES AND POLICIES

Waitrose & Partners' animal welfare policies, key performance indicators and historical welfare outcomes across supply chains are shown in this document. These outcomes are monitored by ourselves, our farmers and our processors. 100% of our own label agriculture animals are farmed and assessed to higher welfare standard. All of this is important to Waitrose & Partners, as we only work with farmers we know and trust and who share our values.

The John Lewis Partnership Ethics & Sustainability Committee, which includes a number of the Partnership Executive Directors, has oversight of our Ethics & Sustainability strategy and priority issues, including animal welfare. This ensures it is monitored at the highest level – the office of our Chairman, Jason Tarry.

All our policy commitments, and all of our reporting apply to 100% of our own-brand supply chains (fresh, frozen, ingredient), this includes our authentic continental pig meat sourced from Europe via our strategic partner: The Compleat Food Group.

Our Agriculture Managers and Aquaculture and Fisheries Managers, in conjunction with the Waitrose Farming Partnership Livestock Steering Group and the Waitrose Farming Partnership Fish Forum, are charged with the overall responsibility for animal welfare in our supply chains. Our members are livestock experts from across Waitrose & Partners and its suppliers.

Our technical team undergo animal welfare training, including courses such as Bristol University's Animal Welfare Officer training and the University of the Highlands and Islands' course on Fish Welfare.



FIRST FOR ANIMAL WELFARE

Recognised for our unwavering commitment, we're proud to have some of the most stringent animal welfare standards in the world. And with more than any other retailer, we have the awards to prove it.

For the fourth time, Compassion in World Farming (CIWF) has named us the Best Retailer in Europe for our farm animal welfare. They judged our standards to be better than other retailers across the UK and Europe.

Dr. Tracey Jones, CIWF's Director of Food Business, said, "They continually strive to do what is right, both for the animals and for their customers, making them true leaders in Europe."

This prestigious award, alongside our other recognitions, reflects our commitment to a Good Life for all animals in our supply chain.



WE HAVE WON MORE COMPASSION IN WORLD FARMING AWARDS THAN ANY OTHER RETAILER:

Best Retailer in Europe: 2022, 2019, 2017, 2015

Best Retailer Innovation Award: 2022

Good Pig Award: since 2012

Good Dairy Award: since 2011

Good Chicken Award: since 2010

Good Egg Award: since 2008



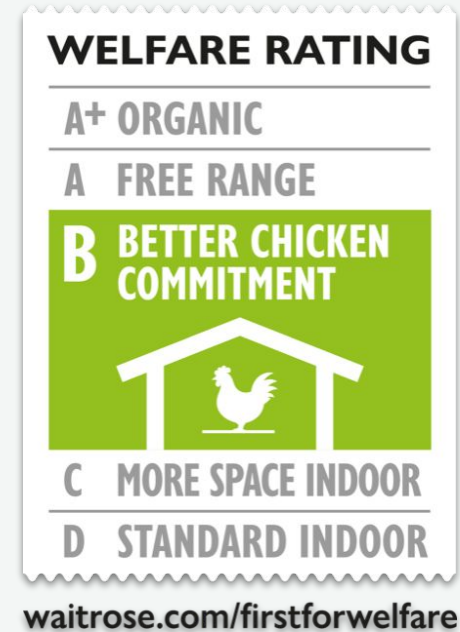
Animal Welfare Labelling

We're the first UK supermarket to introduce tiered welfare labelling on pack, allowing our customers to easily see the higher welfare standards we offer - just another step we have taken to ensure customers can connect their values with the exceptional taste on their plates.

In April 2025, we introduced a unique tiered welfare rating system. The process of adding clear metrics and unambiguous welfare labels to our fresh meat, beginning with all our fresh and frozen chicken, helps our customers to make more informed choices and offers unparalleled transparency.

Waitrose welfare labelling initiative has been supported and commended by our animal welfare NGO partners - CIWF and RSPCA.

“The RSPCA has long-been campaigning for mandatory method of production labelling on all animal products to give consumers the transparency they deserve on how that animal has been cared for. So we welcome this trailblazing move by Waitrose as the retailer is set to introduce its own labelling scheme.” - *David Bowles, Head of Campaigns & Public Affairs, RSPCA*



Livestock

Across our land-based livestock supply chains, Waitrose & Partners' welfare requirements extend well beyond basic Red Tractor Assurance, with bespoke, independently verified standards that farmers must adhere to.

Close confinement systems, including farrowing crates and caged hens, are not permitted throughout Waitrose supply chains and stocking densities are lower than average across the supply chain.

Journey times are much shorter than the legal maximum, with Waitrose & Partners implementing our own maximum travel time requirements for some supply chains. 100% of our Waitrose livestock hauliers undergo livestock handling and welfare training and our slaughter sites are reviewed by the Humane Slaughter Association.

We conduct our own assessments of farm management practices, and farms are independently audited by the relevant assurance schemes, supplemented by our own bespoke standards. 100% of the livestock in Waitrose supply chains are assured to Red Tractor Assurance standards (or equivalent) as a minimum.

In all cases Waitrose & Partners specifies much more stringent animal welfare requirements than Red Tractor Standards - this includes the sourcing requirements of products with European provenance. These additional higher welfare bolt-on requirements are independently verified at the time of our audit inspections.



Fish and Seafood

We have been working on responsible seafood sourcing for over 20 years and our suppliers only source from fisheries or farmed aquaculture operations that are responsibly managed. All our farmed fish suppliers, irrespective of geographic location, use one or more certification standards including Aquaculture Stewardship Council (ASC), Global Gap, Global Aquaculture Alliance Best Aquaculture Practices, RSPCA Assured or a recognised organic certification like Soil Association or Naturland. We ensure all our staff are welfare trained.

We seek to ensure that all our farmed fish and seafood lives a life worth living and experiences a dignified death. We recognise that finfish and decapod crustaceans are sentient beings and therefore, require that all farms we source from must support our aspiration for continuous improvement in animal welfare and demonstrate compliance with our exacting standards for animal care. You can read more about decapod crustaceans in our dedicated [Decapod Crustacean Welfare Policy](#).



Caring for Our Animals: Beyond the Expected

At Waitrose, we believe animals are more than just part of a system; they are sentient beings. This belief led us to partner with Professor Francoise Wemelsfelder at Scotland's Rural College (SRUC) to develop an app to assess our animals' emotional wellbeing using the Qualitative Behavioural Assessment (QBA).

This innovative tool, trialled since 2020, allowed our expert field teams to identify behaviours that truly indicate how our animals feel. We're not trying to see the world through their eyes, but we are using this insight to make better decisions about their environment.

By doing so, we hope to ensure our animals feel truly at home, comfortable, and perhaps, a little bit happier on our farms. It's a vital step in our commitment to the highest standards of animal welfare.

We received the Retailer Innovation Award from CIWF in 2022 and the Best Retailer Innovation Awards from BBC Food and Farming Awards 2021.



**BEST
RETAILER
INNOVATION
AWARD
2022**

COMPASSION
in world farming 



BRANDED SUPPLY CHAINS: COMMITMENTS AND TARGETS

Branded goods represent approximately 40% of Waitrose & Partners sales and our influence over the policies and performance is limited. We are, however, actively engaging with our branded suppliers to influence positive change for animal welfare across the food system. Where we can drive improvements in animal welfare for branded products, we do.

We commit to ensuring the welfare of animals in our branded supply chains align to our values. Our primary focus is to ensure that branded goods supplied to Waitrose incorporate clear policies on:

- Avoiding long-distance live transport
- Ensuring pre-slaughter stunning
- Avoiding prophylactic and metaphylactic (where appropriate for the species, e.g., not including farmed fish) antibiotic use

We have surveyed our branded suppliers on these issues and will use their responses to support them in developing and implementing these policies, often in collaboration with our animal welfare partners. Evolving our commitment to cage-free own brand products, we have since implemented targets for 2030 to only sell branded products (across primal goods and key ingredients) that:

- Use cage-free eggs
- Use pork meat that is produced without the use of sow-stalls throughout gestation and observation periods
- Use pork meat that is produced without the use of farrowing crates
- Use dairy products that are produced without the use of tethering cattle

We will seek to support suppliers in the development of these policies, and will also work with our trusted animal welfare partners to collaborate on best practice in this area. We have placed clear scope boundaries, as the importance and impact of this work will be more significant for, for example, prepared meal suppliers than for baked goods where only small amounts of animal derived products may be present. We are committed to collaboration with other food companies to drive better standards for farm animals, and to ensure our customers can have even higher levels of trust in the products they find on Waitrose shelves.



Our animal welfare policies

Auditing & Compliance

100% of our supply chains are independently audited and we take any non-compliance of animal welfare requirements very seriously – breaches can lead to the removal of farms from the Waitrose & Partners supply chain. This applies to 100% of farms and suppliers in Waitrose own brand supply chains.

We conduct our own responsible sourcing assessments and 100% of farms are independently audited by the relevant livestock assurance schemes to take into account Waitrose & Partners own standards which are significantly more stringent than standard industry schemes.

Anyone found in serious breach of Waitrose & Partners standards would be removed from our supply chain.

Growth Hormones

The use of growth promoters is strictly prohibited across 100% of our livestock supply chains – they have been banned from use in the European Union since 2006.

Waitrose & Partners have pledged that this policy will apply to 100% of branded goods on a commitment basis by 2026. Over the last three years we have conducted an update to our supplier terms and conditions to ensure that this policy requirement is clear and included in the onboarding process for branded suppliers and we are continuing to work to make this part of the contractual review process to ensure the policy is fulfilled.

Beak Trimming

We are committed to finding more humane, high welfare options for rearing and processing our animals. We do not permit routine beak trimming of our turkeys.

Neither our broiler chickens (for meat) or our hens that provide shell eggs are beak trimmed or tipped. We are the only major high street retailer in the UK who has achieved this.

Close Confinement

Waitrose was a pioneer of, and is committed to, the total removal of close confinement systems from all farm production in all geographies and supply chains.

100% of our own-brand British meat, ingredient meat, milk or eggs is free from close confinement systems. Today we pride ourselves on our commitment to free-range pork, as well as only selling free-range eggs – both shell eggs (those sold as whole eggs) and for all our ingredients. Waitrose commitments to slower growing breeds and lower than average stocking densities throughout our supply chains further enable our commitment to eradicating close confinement systems.



Enrichment

We are committed to providing all the animals in our supply chain with an enriched environment to promote their natural behaviours and positive emotional states.

100% of the livestock in Waitrose supply chains have stocking densities lower than the industry norms providing them with more space to reduce negative environmental experiences seen in conventional systems.

100% of the livestock in Waitrose supply chains are provided with enrichment. The provision of environmental enrichment is key to enable our animals to exhibit natural behaviours. For example, indoors our laying hens are provided with toys, perches and additional bedding, and outdoors they enjoy an environment with tree-planting on at least 20% of the range area.

There is little guidance on the best way to enrich the environment of some species, such as farmed fish, these are areas we are actively researching with our suppliers.

We are actively engaged in exploring the benefits of a variety of enrichment within the farm environment and remain passionate about working with our suppliers to explore measures to improve animals' experience on-farm.

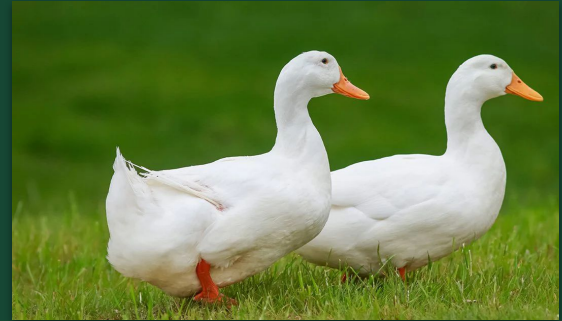


Mutilation

All Waitrose supply chains are committed to eradicating on-farm mutilation. Where procedures are not solely banned, they must only be permitted via veterinary recommendation and Waitrose derogation.

Exceptions are reported to Waitrose upon the event and this data is used to inform interventions, training, capacity building and research. We are committed to finding alternatives to all forms of livestock mutilation.

- Our turkey, egg and chicken supply chains are 100% free from beak trimming
- 100% of our salmon farms are free from Fish fin clipping
- In our UK outdoor bred pork, tail docking is not permitted unless by veterinary recommendation and derogation to Waitrose policy
- In all other pork supply chains (including EU) tail docking is not permitted
- 100% of our pork supply chains are free from teeth clipping or grinding
- 100% of our pork supply chains are free from castration
- 100% of our farms are free from live plucking, including the sourcing of our feather and down. We report on the proportion of certified feather & down used in John Lewis products in our annual [Ethics & Sustainability report](#).



We are committed to finding alternatives to all forms of livestock mutilation across our supply chains, whether own label or branded.



Waitrose welfare outcome measures and key performance indicators

Waitrose & Partners livestock and aquaculture standards are underpinned by an ethos of continuous improvement and evolution. This includes the regular review of both technical and financial performance, trends in welfare outcomes and investment in research and development. These research projects are carried out in partnership with reputable stakeholders and research establishments, providing the opportunity for emerging scientists to work closely with our livestock and aquaculture supply chains.

Key Performance Indicators are monitored regularly within all livestock supply chains and formally reviewed between our partners on a quarterly basis. This allows for trends to be observed to highlight areas of achievement or improvement. This data allows us to consistently develop animal welfare, efficiency and sustainability of production.

Throughout the rest of this document we detail key animal welfare metrics and our approaches to measuring, monitoring and improvement.



Antibiotics



At Waitrose & Partners, we recognise the significant public health risk posed by the overuse of antibiotics in livestock supply chains. Our commitment is to the highest standards of animal welfare and human safety, ensuring antibiotics are used only where absolutely necessary and under strict veterinary control.

Our approach is rooted in prevention. We do not routinely administer antibiotics to healthy animals. Instead, our focus is on disease screening, vaccination, and proactive health management to minimise the need for intervention. When antibiotics are required, they are strictly reserved for treating illness or preventing acute welfare issues. This use is always as a last resort, when other options have failed and under the close supervision of a veterinary surgeon. We actively discourage metaphylactic use and only acknowledge its use in aquaculture supply chains, where it is the only available option to safeguard fish welfare during an outbreak.

We are committed to eliminating the use of antibiotics deemed Critically Important to Human Medicine (CIAs), including Colistin, as defined by the WHO and EMA. CIAs are rarely prescribed across our own-label supply chains. We have pledged to end all use of CIAs as soon as possible and are working towards significant year-on-year reductions in total antibiotic use.

Our transparent approach includes collating comprehensive antibiotic usage data across all livestock and aquaculture to continuously drive improvement. We also collaborate industry-wide through the Food Industry Initiative on Antimicrobials, supporting a unified, responsible action against antimicrobial resistance.



Antibiotic Usage Data

The UK agriculture industry, aligned with the global initiative, has made significant progress to reduce its antibiotic usage with the aim of an overall improvement in AMR.

Since 2014, Waitrose & Partners have implemented policies to reduce the total use of antibiotics across its supply chains, while keeping animal welfare at the forefront of all decisions around veterinary medicine. In addition, an escalation process was put in place to use CIAs only as a last resort and only where animal welfare may be seriously compromised without treatment. In December 2017 Waitrose were one of the first retailers to publish comprehensive data on the use of antibiotics within the livestock supply chain. We were pleased to have our leading work in this area recognised as a finalist in the Antibiotic Guardian Awards 2018. In January 2020, The Alliance to Save Our Antibiotics named Waitrose & Partners as having the most policies on antibiotic usage on farms and led the way in openly publishing data.

The Waitrose Farming Partnership recognises RUMA targets and advice, and the 2016-2024 sector data demonstrate our commitment to our approach ([see appendix](#)).



Dairy

Best practice
online training
hub for all farms

Training to
improve farm
biosecurity &
health of stock

Disease control
strategy 2 years
ahead of national
schemes

Better informed
farmers on
antibiotic use &
disease prevention

65%
reduction of
antibiotics
since 2014

100%
reduction of
HP CIA
treatments



Lamb

Most
comprehensive
survey of antibiotic
use in UK sheep
supply chain

Promote
vaccines as
alternatives to
antibiotics

Workshops to
promote electronic
recording of
medicines

Mandatory
annual
veterinary visit &
signed health
plan

Collated
results of
supply chain

Optimise
further,
already, low
levels of
antibiotic use



Poultry

Focus on
health of the
parent stock

Pen-side
diagnostics
such as water
quality

Increased even
further on farm
biosecurity
standards

**Cephalosporins &
fluoroquinolones**
never to be used in
broiler production

Increased key
enablers in 2013-14
has helped further
reduce antibiotic
use

Voluntary
ban of Colistin
& macrolides
since 2015



Salmon & Trout

Antibiotics only used for
treating illness under
veterinary guidance

Environment can be
challenging to control
health issues

Optimising use
of natural control
methods for
health challenges

Creating a
tool to precisely
monitor gill
condition

Exploration of
ultrasound
technology for
salmon delousing



Pork (UK)

£200k invested
in water dosing
equipment of
farms

Animal welfare
reduction plans
produced in
conjunction with
vet

Increased
diagnostic
surveillance &
biosecurity

Increased use
of vaccines
across the
supply chain

Removal of
antibiotics in
feed
medications

Voluntary
ban of Colistin
since 2016



Transport

Waitrose & Partners does not permit long-distance live transport or live exports of animals in its supply chain. We have transport policies for each of our species and report actual journey times. Though many of our animal's journeys are shorter, Waitrose permit a maximum of eight hours transport time for livestock in Waitrose supply chains. All of our transport times are compliant with and below the maximum specified by UK legislation.

To minimise livestock stress, we monitor transport data to ensure journey times to slaughter are as short as possible. We strictly record all Dead on Arrival (DOA) cases, accounting for any fatalities ([presented in appendix](#)). DOAs are rare, and all incidents are investigated.

Livestock are only transported if they are fit to travel the journey. Ventilation is provided and altered for varying weather conditions and stocking densities are monitored and adjusted as necessary. All livestock hauliers are approved and licensed by farm assurance schemes and drivers have completed animal welfare and Humane Slaughter Association training. All livestock are inspected by a veterinarian upon arrival at the processing plant.

We calculate that well over 85% of the meat, eggs and dairy sold in store (including brands) will be transported under the maximum transport times stated in our protocols. The reality is likely to be considerably higher, as many of our key branded suppliers have transport policies of their own. We will continue to work with branded suppliers to increase awareness of this important issue and ensure we have sight of their performance.



Pre-Slaughter Stunning

To ensure humane and welfare-friendly slaughter processes, we require that 100% of our own-brand livestock and farmed finfish are pre-slaughter stunned. All our lairages and abattoirs have monitored CCTV, and have done since 2012, to ensure the quality of animal welfare is maintained throughout the facility. Although rare, we think it very important to monitor the number of animals that require a second stun, where the first stun has been ineffective. Our policies and commitment to humane slaughter processes ensures our incidence of second stunning is significantly below industry levels.

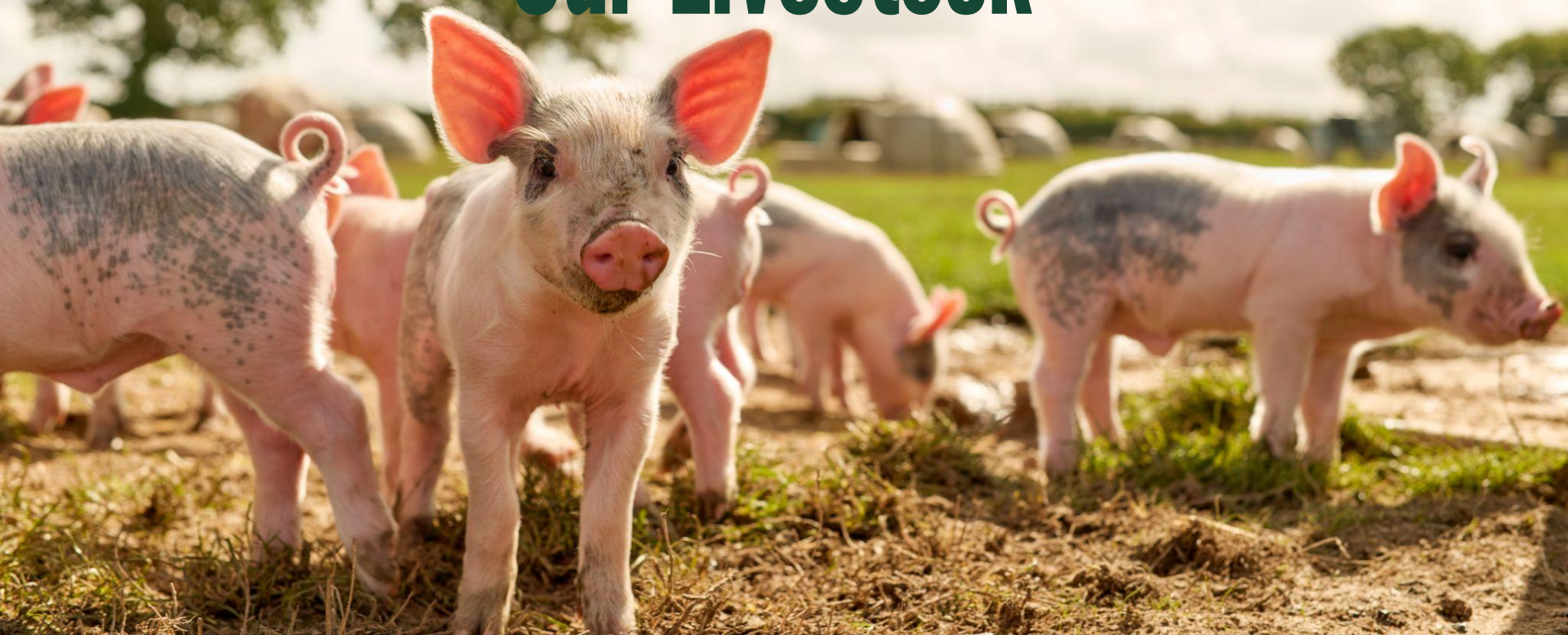
Our own-brand meat suppliers have been involved in core development projects with industry experts, such as Temple Grandin, to improve the handling of livestock during the slaughter process. Additionally our facilities undergo an assessment and consultation by the Humane Slaughter Association to ensure our commitments to continuous improvement remains industry leading.

By far the majority of the fresh, frozen and ingredient meat, eggs & dairy in Waitrose & Partners products comes from our own supply chains, so we calculate that well over 85% of the meat, eggs & dairy sold in store (including brands) is pre-stunned before slaughter. The reality is likely to be considerably higher, as many of our key branded suppliers have pre-stun policies of their own. We will continue to work with branded suppliers to increase awareness of this important issue, ensure we have sight of their performance, and to support them to put their own policies in place.

100% of our salmon, trout and halibut is stunned prior to kill via percussive or electrical stun before exsanguination via gill cut.
100% of our seabass is electrically stunned cage side before being immersed in a temperature controlled ice slurry.



Our Livestock



Lamb

100% of Waitrose lamb is British sourced. Lambs stay with their mothers from birth until weaning, at fattening stage lambs stay together as a group in fields. Their diet is primarily grass and forage, however supplementary feeding of other natural options is permitted if grass is in short supply. Our standards apply across fresh, frozen and ingredient lamb meat. All Waitrose Duchy lamb is certified to Soil Association standards.

Lambs are yarded for two to three hours prior to loading for transport to ensure stress is minimised. The majority of our lambs only travel around 30 miles to the abattoir, taken by the farmers who reared them. All our abattoirs focus on creating a stress-free environment with Waitrose specific protocols in place, such as low stocking densities in the lairage.

Lambing percentage ([see appendix](#)) 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. 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 ([see appendix](#)) can be an indicator of the farms policy to ensure young stock is brought into the flock.

Beef

100% of our beef cattle are reared to have more space than the industry average and none (0%) are reared in concentrated animal feeding operations (CAFOs) or feedlots. Due to our long standing policies and our relationships with our dedicated farmers rearing to our higher welfare standards, 100% of our beef is group housed from calves to finishing.

100% of our fresh, frozen and ingredient beef is British, our farmers ensure the highest standards of husbandry and welfare to ensure stress-free and healthy animals. Waitrose organic beef is certified to Soil Association standards. During spring and summer, our cattle are reared on open pasture in social groups and during winter protective shelter is made available in bedded barns. Cattle are finished on a natural forage-based diet. If grass is in short supply, cattle are fed other natural options such as silage. Stocking densities are carefully controlled and lower than the industry average.

Approximately 98% of our total cattle are free from dehorning; around 65% are from polled breed, and a further 23% free from disbudding. Waitrose has encouraged the use of Aberdeen-Angus sires within its beef supply chain, resulting in more animals being of Angus parentage (49%) than any other breed. The Aberdeen-Angus is an easy calving breed that reduces the risk of dystocia in breeding females, and also commonly throws polled calves that do not need disbudding or dehorning.

Most of our cattles' journey times to the abattoir are within four hours. Our abattoirs are regularly inspected in order to consistently meet approval standards by certifiers such as RSPCA Assured and the Soil Association. Our slaughter facilities were purpose built to ensure a quiet and stress free environment for the cattle, drawing on the concepts and advice of leading animal behaviourist Dr. Temple Grandin.

The graphs in [the appendix](#) detail the Fluke Active and Pneumonia cases recorded and assessed in the abattoir. Cleanliness is detailed [here](#), all cattle are assessed upon arrival and any incidences of dirty cattle recorded. All data is fed back to producers to ensure improvement. Weather and seasonality are key factors influencing these three measures.



Veal

We pioneered the sale of UK-produced higher welfare rose veal. We have worked with one dedicated veal supplier for more than 30 years. 100% of our veal calves are reared in social groups in large, airy barns bedded with deep straw with lots of room and access to outside yards. They have access to ad-lib milk and are offered home-grown cereals to supplement and enhance their diet. Their enriched environment includes straw bales and calf brushes for scratching.

The export of veal calves is prohibited. Veal calves are transported to the abattoir by one dedicated, approved haulier. The maximum permitted transport time is six hours. The haulier ensures that welfare is a priority for the calves by ensuring lots of straw and sawdust are used in the vehicle to maximise their comfort. Waitrose higher welfare slaughter requirements apply and the facility operates a detailed animal welfare policy with veal calf specialist training given to operatives.

The graphs in [the appendix](#) show veal behaviour and activity trends on arrival at our abattoir.



Venison

All Waitrose deer are sourced from specially selected farms and parks in the UK and reared outdoors whenever possible, although some animals may be brought into straw bedded barns during harsh winter weather. Our deer are fed a natural forage-based diet of grazed grass or clover-enriched swards. All Waitrose deer are certified to the British Deer Farms and Parks Assurance to ensure the highest standards of welfare and management across the UK.

All our park deer are shot using non-lead rifle ammunition. All farmed deer are transported directly to the abattoir by hauliers trained in animal welfare and handling.

Our deer are slaughtered at a purpose-built, bespoke facility that allows deer to express natural behaviour in an environment designed to reduce stress. All staff members handling deer at the abattoir are also specialists trained in deer handling methods. Our bespoke slaughter facilities are approved by both the Humane Slaughter Association and Dr Temple Grandin and have been designed to specifically reduce incidences 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 maximise animal welfare. The graphs in [the appendix](#) show the behaviour and activity trends in deer on arrival at our abattoir. Movement such as walking, trotting and running is a good indicator of behaviour, and welfare.



Dairy Cows

All Waitrose & Partners liquid milk and cream is from British cows managed by farmers in the dedicated Waitrose Milk Scheme. We are the only supermarket to pledge that all our cows in our scheme producing milk and cream spend a minimum of half of the year (183 days) grazing in fields but in practice, our dairy cows graze outdoors for far longer – during 2024 this average was 186 days due to poor weather conditions. Our farm grazing plans are regularly reviewed by grassland experts. Enrichment such as cow brushes are provided to adult milking stock. We do not permit tethering or tail docking of cows within our UK liquid milk supply chain. All surplus dairy bulls born into our supply pool are integrated into either our high welfare beef or veal supply chains, which ensures they remain in the UK and are not needlessly slaughtered at birth.

Our Waitrose Milk Scheme incorporates standards to ensure that our dairy cows, at whatever stage of their lives, are treated humanely and with high levels of care and expertise in stock handling. In winter, they are sheltered in clean, dry and airy barns. We are continually reviewing our standards to improve animal welfare wherever we can. We have a bespoke herd health plan for use on farms that covers areas such as bedding, foot care, medicine use and a bespoke nutrition plan; see appendix for dairy cow welfare measures.

Our Duchy organic milk, certified to Soil Association standards, comes from cows that graze outdoors and in the winter they are sheltered in bright, airy barns. All our organic farms are asked to demonstrate measurable levels of improving health and welfare managed through natural diets and lower stocking densities. Like all our milk herds, the animals are fed natural diets that vary according to their physiological needs and stage of lactation. Farmers focus on breed-specific husbandry techniques to ensure cows are free from stress.

For the wider Waitrose dairy supply chain, incorporating cheese, yoghurt, butter and Christmas cream, 93.4% of volume comes from the UK using UK milk*. 100% of these are free from tail docking and tethering, as are the majority of dairy systems outside the UK.

Our global dairy supply chains (all supply) over 90% of cows are free from tail docking and tethering (the exceptions, where we cannot yet guarantee this, include authentic continental cheese, yoghurt and butter) and we are committed to collaborating across industry and supply chains to address this. Where milk is pooled and supply chains are extremely complex, we acknowledge the challenge of engaging directly with local suppliers to address issues and promote improvement. We provide active support wherever possible and if welfare issues are brought to our attention, such as with Parmesan and Grana Padano, we encourage those suppliers to engage directly with Compassion in World Farming.

*Figure based on 2023 volume sales data and Waitrose Product Pathway ingredient composition data.



Dairy Goats

Our goat herds operate to bespoke Waitrose protocols which go beyond the requirement of the Red Tractor Assurance Scheme and promote higher welfare standards. Our goats are sourced from a small pool of farmers sharing specialist knowledge. Goats are housed in large airy barns and bedded on fresh straw and are not subject to close confinement or tethering. They are housed in social groups according to their stage of production ensuring a known, secure hierarchy allowing plenty of social interaction. Young kids are reared in specialist nursery units with group housing to ensure social enrichment. All billy goats (male) born into our milk herds are reared for meat.

Transport and slaughter of spent dairy goats

Transport of spent dairy goats is no more than four hours ([see appendix](#)). Culled stock are sent to local abattoirs which are less than 40 miles away. All drivers are certified in high welfare livestock handling and must prove their competence before they are allowed to work. Goats are pre-stunned prior to slaughter.

Pigs (UK)

All Waitrose & Partners fresh pork, sausages, bacon, ham and gammon is British, sourced from pigs that are outdoor bred, free range or organic. Pigs that supply our essential and mid-tier range pork are born outdoors and we never use farrowing crates or sow stalls. Our standards apply for fresh, frozen and ingredient UK pig meat ([see appendix](#)).

Weaned pigs are finished indoors in straw bedded, light and airy buildings. None of our supplier farms use slatted floors. All our supplying farms have a lower stocking density than the pig industry and RSPCA standards. All of our sows are free from confinement, including gestation crates, sow stalls and farrowing crates. Our pigs spend the majority of their lives in our outdoor breeding systems. We are committed to eradicating the need for any veterinary mutilation of our pigs (see 'Mutilation').

Our free range sows are kept outdoors their entire lives and live in straw filled arcs and tents on free draining sandy soils. At farrowing, the sows are given their own specific hut for rearing their litter. Our finishing pigs are reared outdoors in paddocks and allowed to range freely. Within each paddock there is a straw bedded arc for shelter. All farms have a lower stocking density in line with our higher welfare requirements. At a minimum, the stocking density for our free range pigs is 36m²/pig. Tail docking is not permitted under the free range system.

Our organic pigs experience the same high welfare standards as free range pigs above, in addition the pigs are reared to Soil Association organic standards. With our [Autumn 2025 move to primary free range pork](#), alongside the delivery of our [higher welfare continental charcuterie supply chain](#), we have calculated that 67% of the pigs in Waitrose supply chains are free from tail docking (though we imagine the number to be higher and will continue to rise next year)/

All our pigs are transported directly to the abattoir and no journey lasts longer than five hours with the average being three hours. No electric goads are used in the moving and loading of pigs. All lorries have lift up decks and straw bedding is used. In summer, extra water is provided and pigs are moved in social groups.

Our higher welfare UK pig supply accounts for approximately 91.7% of our total pork supply.



Pigs (Continental Charcuterie)

The use of authentic ingredients is very important to our customers and this is especially true with all our authentic continental charcuterie including Spanish chorizo, German salami, Italian Parma Ham and prosciutto. As of August 2025, all of Waitrose continental charcuterie meets our higher welfare standards - an industry first! Our continental pig suppliers have collaborated and improved their systems to meet the commitments of our Good Pig Award, Cage Free Award and Good Sow Commendation, including freedom from mutilation and gestation crates. This is to ensure all animals we source are from farms where the Good Life principles play a key role in management philosophy and practice.

Our continental pig meat supplier The Compleat Food Group is a leader in this space; having developed the first pan-European welfare standard, the European Farm Partnership (EFP) pig module, accredited by UKAS. The EFP pig module is the only accredited standard of its kind for Europe and ensures higher welfare systems across the entire supply chain from breeding to rearing, finishing, transport and slaughter. The Compleat Food Group's work to develop this standard, as well as its achievements in supply chain traceability and consumer education, was honoured in 2018 with a Special Recognition Award from Compassion in World Farming.

All of our continental pigs are assured to EFP Silver or Gold criteria. Our standards ensure the monitoring and improvement of health and welfare factors ([see appendix](#)) such as free farrowing, increased space and a stimulating environment, with straw bedding and toys, as well as antibiotic usage and medicine, feed, veterinary procedures, biosecurity and pest management.

In recognition of their leadership in this area two of The Compleat Food Group's producer partners have received awards from CIWF. Italian producer, Fumagalli, has received the Good Pig Award, and Spanish producer, Marcos, the Good Sow Commendation.



Broiler Chickens

Our slower growing birds are reared in houses that provide more natural daylight and space compared with a conventional poultry unit. Waitrose chickens have around 20% more space than other birds (30kg/m²), something we have implemented since 2007. We make sure they have environmental enrichment to help display their natural behaviour to scratch, perch and play. Birds have straw bales for nourishment and we have replaced our specially designed A frame perches with “platform perching” across all houses.

Our free range chicken is truly free range. Birds are given plenty of room to roam outside, while being housed in airy, well-lit sheds. These birds are housed at lower stocking densities (27.5kg/m²). They have around 1m² (per bird) of outdoor space. Outdoor range enrichment is provided by hedgerows and trees covering 20% of the range to further encourage natural behaviours. Waitrose organic chickens are reared to the same standards as our free range farms, as well as meeting additional organic requirements. With the lowest stocking density of all, our organic chickens have around 4m² (per bird) of outdoor space, spending half of their life outdoors. Our houses are bedded with clean chopped straw or wood shavings which are refreshed regularly and fresh water and feed is available at all times. Our organic and free range chicken producers have planted over 70,000 trees to provide the ideal environment for our chickens to roam.

Waitrose chicken farms must only have a maximum of five sheds per farm and our indoor flock sizes are capped at 28,000 birds. Birds are transported for a maximum of eight hours, however in 2024, our average transport time continued to decrease to 1 hour 47 minutes.

A change in house management system to hot water heating continues to improve key welfare indicators such as pododermatitis and hock marking, which can be caused by poor litter conditions. Cleanliness is a score of feather cleanliness on arrival to the factory. Our birds rarely suffer breast blisters due to the maintenance of good litter conditions and bird management breast blisters has remained at 0% since 2021, scores on all these animal welfare outcome measures can be found [here](#).



Better Chicken Commitment

As of August 2025, 100% of our chicken from ingredient to fresh products meets the Better Chicken Commitment standards or higher. This helps guarantee the quality of the environment in which we rear our chickens.

All of our chicken, whether fresh, frozen or ingredient (in products such as sandwiches), is from small, family owned farms that meet Better Chicken Commitment standards or higher. We allow for a maximum of five sheds per farm and our indoor flock sizes are capped at 28,000 birds.

What makes Waitrose chicken different to elsewhere is that 100% of our products containing chicken ingredients are Better Chicken Commitment or higher. We are the only UK retailer to have achieved this to date.

Waitrose already adhered to most of the requirements, and have done since 2007, including stocking density, gas stunning, light and enrichment provision. Alongside our long-term poultry supplier and research partner, Pilgrims, we led a research project into new breed requirements that has improved the welfare of our farmed chickens.



Laying Hens

All Waitrose eggs are 100% free-range, from shell eggs in cartons to ingredients in prepared foods, a standard we've held since 2009. We do not permit the use of eggs from caged or barn reared hens.

All our shell eggs are British, sourced from dedicated free-range or organic farms. Our hens enjoy the freedom to roam, dust bathe, perch, and display natural behaviors, with permanent access to food and water inside their houses.

Our own dedicated breed, the British Blacktail, for brown egg production, has been selected for its robust nature and suitability for outdoor life.

Our essential range is from a white-feathered hen, laying white eggs. This breed is chosen for its suitability to our standards and offering the lowest possible environmental impact.

Our Duchy Organic eggs are laid by organic free-range British Blacktail hens, farmed to Waitrose and Soil Association standards. This includes fresh organic pasture for each flock, a lower stocking density (limited to 2,000 birds), an organic ingredient diet, and outdoor access from 10 weeks of age.

Laying hen flocks are welfare outcome scored four times during their life across various measures assessing our Good Life criteria, focusing on proactive management and enhancement of welfare over reactive methods ([see appendix](#)).

We are the only major high street retailer in the UK to ensure **none of our laying flocks are beak treated or trimmed**, a procedure that blunts the beak tip when the chick hatches.

End-of-lay hens are transported by an **RSPCA Assured haulier** (maximum of eight hours), inspected by a vet upon arrival, and processed at a single, RSPCA Assured audited abattoir.



Male chicks

At Waitrose, we are actively exploring options to remove the need for the culling of day old male chicks within our laying hen supply chain. In 2022/23 we performed a farm-scale rearing trial of our British Blacktail males, and collaborated with our expert teams to assess future viability within our supply chains. We remain committed to engage with the laying industry and our dedicated egg supplier to engage in projects and create a policy to address this issue within our sourcing standards in the near future.



Turkey

Unlike others, even our entry level essential Waitrose & Partners turkeys are farmed to higher welfare standards, with natural daylight, fresh air and 15% more room to move around than the industry standard. They are provided with hanging enrichment, perches and straw bales to promote natural behaviours and positive emotional states.

Waitrose free-range turkeys are reared on selected small farms in the UK and Ireland. They are provided with both indoor and outdoor range areas during their growing period. Access to grass paddocks and woodlands are unrestricted during daytime hours or for at least half the birds' life and housing is available for them to return to shelter. Range areas are predominantly grass with straw bales, trees, scrub and mixed vegetation provided for range enrichment.

Our Duchy organic turkeys are a slow growing, bronze feathered breed, they are broadly similar to free range but with additional requirements to meet the organic regulations and the Waitrose & Partners standards. Stocking densities are very low, like our free-range birds, with plenty of environmental enrichment available.

We continue to strive for improved welfare standards in turkey production and are proud to lead the way in our year round farms. The maximum permitted transport time is eight hours, however it is on average considerably less, in 2024 it was under 4 hours (as per our results table in [this appendix](#)).

Incidences of pododermatitis ([see appendix](#)) are scored in the factory, results are obtained and monitored closely by our suppliers and Waitrose agriculture managers. Birds are provided with deep bedding from an early age. Ventilation and litter quality are highlighted as key areas to help reduce incidences of Pododermatitis. Levels remain reasonably consistent year on year and we will continue to monitor this closely.

Geese

Our geese supply chain is dedicated to Waitrose, British and free range, using a 'brood and move' approach as the basis for the farming system. Birds arrive on the farm as day-old poults direct from the hatchery. After an initial, and carefully controlled brooding stage of about six weeks, the birds are moved to a paddock where they are free to roam and have access to shelter. Stocking densities are managed to free range levels, ensuring birds have plenty of space to express natural behaviour. They also enjoy enrichment such as grassy ranges, maize cover and straw bales.

Every farm has a veterinary health plan and prescription medicines are only given for specific reasons, they are never prescribed as a matter of routine. Our higher welfare and husbandry standards cover the entire supply chain, from parent stock and hatchery all the way to reception and handling at the abattoir.

Journey times to the abattoir are less than three hours and transport is undertaken in a purpose built lorry suitable for geese. The birds are kept in small groups in a covered lairage, where waiting times are kept to a minimum to avoid stress, before gas stunning.

Game

Waitrose & Partners is the largest retailer of game in the UK. We sell prepared wood pigeon, partridge and pheasant during the winter season. We are supplied by a single game supplier, who ensures all the game sourced is from environmentally-minded British shoots and reared to the best practice standards. We monitor the shoots we source from and expect them to adhere to our bespoke standards of animal welfare and shoot behaviour.

Lead shot pledge

From 2019, we began phasing out the use of lead shot on the estates from which we source our game. We publicly stated that 100% of the estates we buy from will be required to use lead alternatives such as steel or bismuth from winter 2020/21. As funders of the Shot Switch Study, based at Cambridge University, we continue to support the removal of lead shot from the game supply chain because of its important public health and environmental position. We support legislative change in this space and sit on the All Party Parliamentary Group on Lead Shot to support this change. We are working with our supplier to address any trace of lead shot in our supply chains.

Finfish

Our bespoke Responsible Efficient Production Index (REP) is used to assess our salmon, loch trout, sea bass and bream producers. This includes a number of 'bolt-on' higher welfare indicators that go beyond certification requirements. Our welfare standards apply to 100% of fish on the farm, including cleaner fish.

REP represents a unique 'feet on the farm' assessment, designed to be conducted for every production cycle. The results of this are closely monitored and acted upon to ensure higher welfare standards. We are committed to continuous improvement in developing these methodologies.

We challenge our farms to monitor, innovate, and improve sea lice management strategies. We encourage preventative measures over remedial treatments, active participation in welfare-maximising strategies for salmon, trout, and cleaner fish, and limiting environmental impacts.

- 100% of our farmed finfish are humanely slaughtered using percussive or electrical stunning.
- Antibiotics are used only for diagnosed health issues under expert guidance, not preventatively ([see appendix](#)).
- We set species-specific stocking density limits for finfish:
 - Conventional farmed Salmon & Loch Trout: 15 Kg/m³ per farm or 17 Kg/m³ per pen.
 - Organic Salmon: 10Kg/m³ per pen.
 - European Seabass/ Gilthead Seabream: 12 Kg/m³
- 100% of our Atlantic salmon and Loch trout is farmed in net pens open to the natural environment. We do not source from recirculating aquaculture systems (RAS) which on-grow salmon to harvest and have no plans to do so in the near future.
- Salmon and Loch trout welfare is measured by eight indicators: eye damage; gill or operculum damage; sexual maturity; jaw deformity; body and fin deformity; wounds or lesions; scale loss; and sea lice damage.



Finfish - Enrichment

The scientific understanding of behavioral expression in fish is currently very limited.

- Structural and social enrichment:
 - 51% of conventional salmon farms cohabit cleaner fish for parasite management and behavioral diversity. These farms also include artificial structures (e.g. kelp systems) to encourage diverse behavior in salmon and cleaner fish.
 - In our aquaculture systems, 100% of halibut are provided with shelves.
- Dietary enrichment:
 - 100% of our farms use feeding methodologies responsive to animals' natural appetite rhythms and adapt in real-time to fish feeding behavior and environmental drivers, like temperature.
 - Feeding approach evolves with animal development, varying pellet size and co-feeding.
 - Functional feeds improve health and welfare by providing tailored nutritional care during challenges (e.g., sea-water transfer, parasitic challenges).
- Occupational enrichment:
 - 100% of our salmon farms rear salmon in open net pen environments. This ensures animals experience natural and diverse changes in water flow, including current speed and direction, driven by lunar cycles and local hydrography.

Research and Development

We proactively engage with research and development projects to improve the wellbeing of animals in our supply chains and their sustainability. These are often integrated into (but are not restricted to) research areas:

- Improving indicators and measurements of emotional wellbeing in livestock via the Good Life project.
- The sole UK retailer in an EU collaborative project exploring alternative, circular feed materials for farmed finfish, ensuring they meet the highest standards for nutritional health and development.
- Dairy cow 'graze more' project working with pasture management systems and grass seed varietal choices to maximise dairy pastures
- Proactive dairy herd health management – e.g., Bovine Viral Diarrhoea
- Measures to eliminate tail biting in pigs, including enrichment and herbal remedy provision
- Assessing temperament in lairage and handling facilities for deer
- Breed development and behavioural indicators poultry to support our transition to the Better Chicken Commitment
- Alternative dietary protein, mitigating soy usage, and also as an environmental enrichment for monogastric species.
- Soy mitigation through the use of novel varieties of UK-grown peas, developed specifically for improved protein and amino acid content. Research includes laying hen performance measurement.
- Working in conjunction with sustainability consultants and dairy farms vets drawing together existing animal welfare and habitat metrics to improve efficiency and sustainability in conjunction with continuing improvements in animal welfare.



APPENDICES

WAITROSE
& PARTNERS

Farm Animal Welfare Performance Reporting

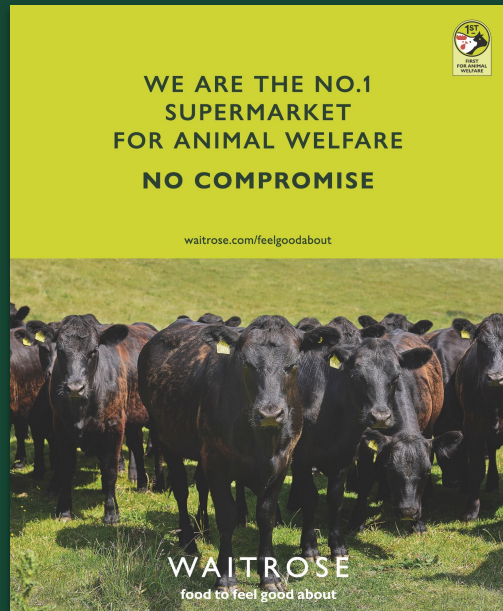


Welfare Outcome Data

At Waitrose & Partners, we collect and present animal welfare outcome data as a fundamental part of our commitment to continuous improvement, ensuring we consistently enhance our already high welfare standards and the lives of animals on our farms.

Our approach is rooted in the belief that true excellence in animal welfare can only be achieved through objective measurement and transparency. We don't simply rely on process checks, instead we focus on outcome data - the metrics that directly reflect the animal's experience.

The data presented in the appendices is based on Jan-Dec 2024, and demonstrates our approach to transparency and commitment to leading welfare standards in animal agriculture.



ANTIBIOTIC USAGE

| Antibiotic usage (mg/PCU) | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|---------------------------|-------|---------|-------|-------|-------|-------|-------|
| Beef | <5 | 2.8 | 2.6 | 2.6 | 2.8 | 2.7 | 2.7 |
| Venison | <5 | 0.05 | 0.067 | 0.05 | 0.05 | 0.05 | 0.4 |
| Veal | <10 | 7.7 | 7.3 | 6.9 | 7.3 | 6.2 | 7 |
| Total dairy | 15-20 | 12.5 | 16.4 | 12.31 | 11.02 | 10.91 | 11.47 |
| Lamb | <10 | 6.9 | 6.85 | 6.3 | 6.5 | 7.96 | 8.80 |
| UK Pigs | 25-50 | 53.4 | 70.55 | 68.95 | 81.15 | 81.3 | 54 |
| Broiler Chickens | <5 | 9 | 5.94 | 5.53 | 4.72 | 5.48 | 7.7 |
| Eggs (% days treated) | <0.5 | 0.72 | 0.51 | 0.76 | 0.91 | 0.64 | 0.06 |
| Turkey* | 20-25 | 22.5 | 26 | 5.88 | 5.19 | 7 | 14.41 |
| Salmon | <10 | 14.99 | 18.49 | 42.85 | 39.13 | 25.5 | 7.68 |
| Trout* | - | - | 23.5 | 17.5 | 11.5 | 9.7 | 6.7 |
| Sea Bass* | 101 | 0.4 | 0 | 0 | 0 | 0 | 2.1 |
| Sea Bream | 46 | 1.78 | 0 | 0 | 0 | 0 | 0 |
| Halibut | <10 | 0.00073 | 0.36 | 0.654 | 1.795 | 2.036 | 2.43 |
| Duck | <5 | 2.5 | 3.39 | - | - | 0.39 | 0.58 |
| Goat | - | - | - | 8.12 | 2.45 | 4.5 | 3.54 |

*weighted averages



TRANSPORT (Own-Brand) - AVERAGE TRANSPORT TIME (HOURS)

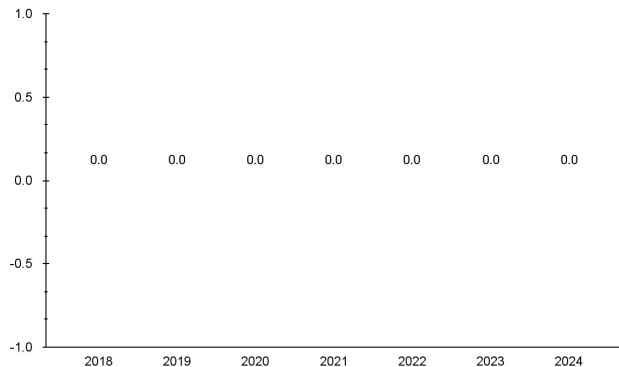
| Average transport time (hours) | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|--------------------------------|------|------|------|-------|-------|--------|--------|
| Beef | 3.12 | 2.5 | 3 | 3.29 | 3.25 | 3.21 | 3.17 |
| Venison | 4.3 | 4.45 | 2.4 | 2.35 | 4.45 | 4.43 | 5.14 |
| Veal | 4.37 | 4.5 | 4.5 | 4.5 | 4.5 | 3.45 | 4 |
| UK Pigs | | | | 3.48 | 3.44 | 3.37 | 3.25 |
| Continental Pigs | | | | <4hrs | <4hrs | 4 | 4 |
| Pigs * (UK & Continental) | 3.68 | 3.53 | 4 | <4hrs | <4hrs | <4hrs | <4hrs |
| Lamb | 1.28 | 1.36 | 1.45 | 2.08 | 2.15 | 2.14 | 2.1 |
| Chicken | 4.33 | 2 | 2 | 2.53 | 1.57 | 1.58 | 1.47 |
| End of lay hens | 6.33 | 5.65 | 4.7 | 4.28 | 4.36 | 4.87 | 5.55 |
| Turkey * | 2.45 | 2.23 | 2.33 | 1.47 | 1.56 | 1.7 | 3.09 |
| Dairy Goats | | | | - | - | 0.35 | 0.35 |
| Trout * | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sea Bream | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sea Bass * | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Halibut | - | 5.3 | 5.3 | 0.01 | 0.03 | 2-3 hr | 2-3 hr |
| Salmon | - | 5.4 | 5.4 | 5.6 | 5.8 | 5.5 | 5.6 |

*weighted averages

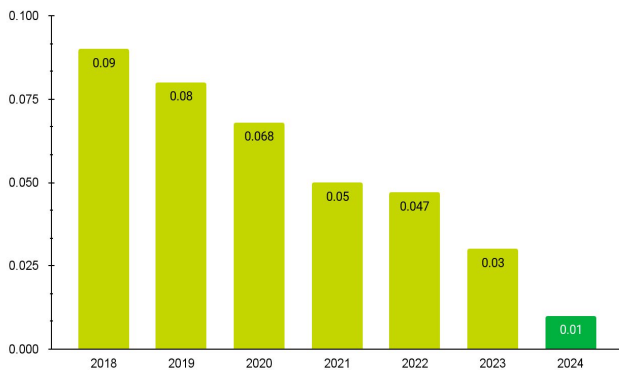


TRANSPORT - DEAD ON ARRIVALS

Beef

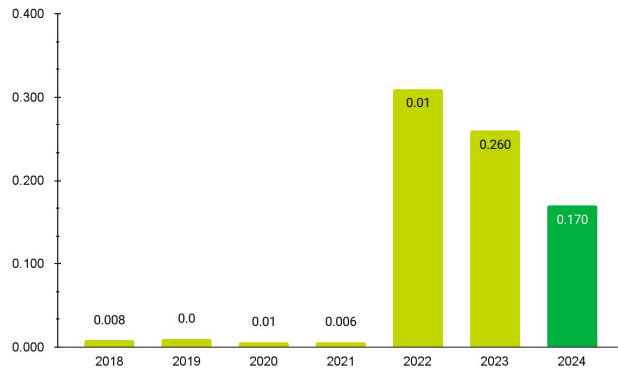


Chicken

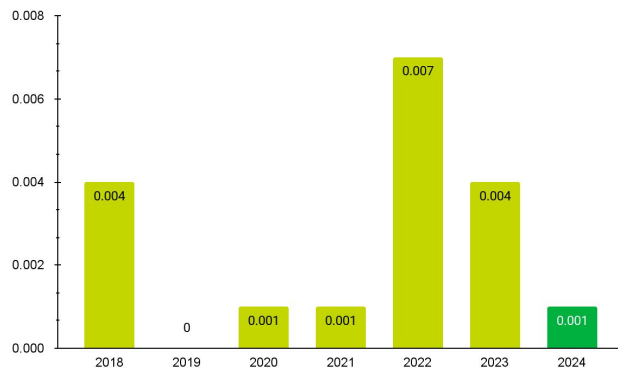


Pigs

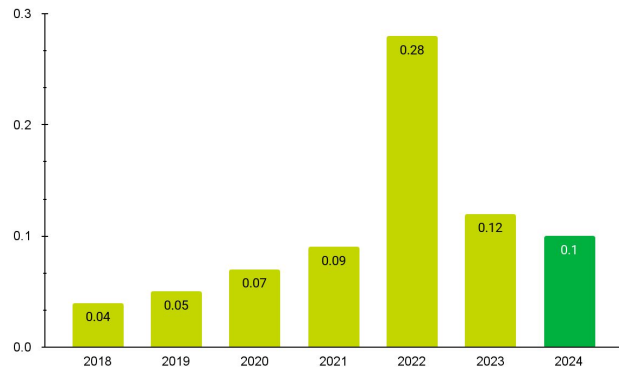
(weighted average of UK and EU pigs, the UK D.O.A is 0.01%)



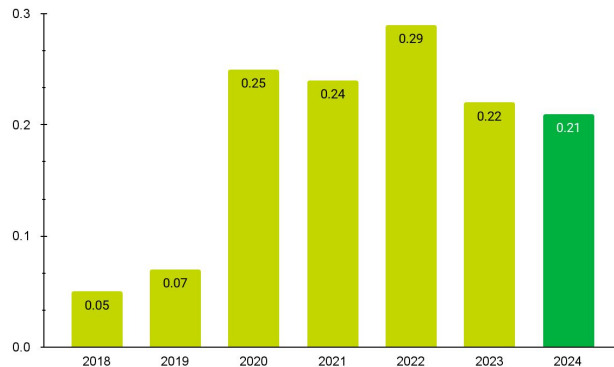
Lamb



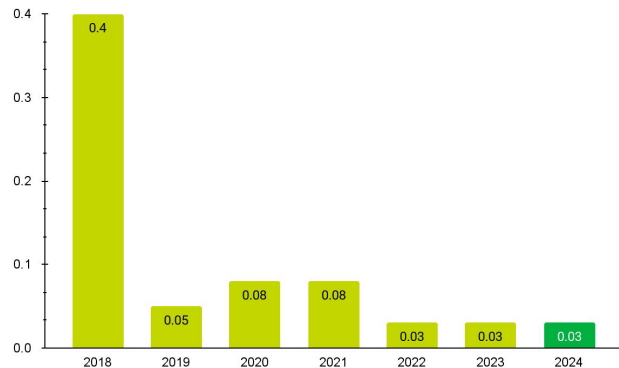
TRANSPORT - DEAD ON ARRIVALS



Duck



Spent Hens



Turkey*

*weighted averages



MORTALITY DATA - MONOGASTRIC

| Supply Chain | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|--------------------------|------|-------|-------|-------|-------|-------|-------|
| UK Pig - pre-weaning | 13.5 | 10.90 | 11.50 | 11.00 | 11.00 | 11.5 | 11.03 |
| UK Pig - post-weaning | 4.9 | 6.20 | 4.99 | 5.51 | 6.00 | 5 | 6.69 |
| UK Sow | 5.3 | 0.50 | 0.38 | 6.50 | 8.00 | 7 | 7.2 |
| EU Pig - pre-weaning | 13.0 | 14.00 | 13.00 | 15.00 | 13.80 | 12.9 | 12.09 |
| EU Pig - post-weaning | 3.0 | 4.00 | 3.50 | 4.00 | 4.85 | 4.5 | 5.57 |
| EU Sow | 4.0 | 5.00 | 4.80 | 4.10 | 2.80 | 8 | 4.01 |
| Chicken | 3.7 | 3.60 | 3.45 | 3.58 | 3.42 | 3.58 | 3.14 |
| Chicken - first week | 1.5 | 1.20 | 1.40 | 1.40 | 1.40 | 1.78 | 0.8 |
| Laying hens | 11.1 | 11.80 | 12.84 | 10.51 | 11.17 | 11.81 | 11.58 |
| Laying hens - first week | 1.2 | 0.80 | 0.74 | 0.66 | 0.59 | 0.48 | 0.21 |
| Duck | 4.5 | 4.90 | 4.03 | 4.34 | 3.27 | 4.41 | 4.42 |
| Duck - first week | 1.7 | 1.60 | 1.44 | 1.54 | 0.83 | 1.28 | 1.6 |
| Turkey* | 7.9 | 4.30 | 4.50 | 3.25 | 3.79 | 3.02 | 3.78 |
| Turkey - first week* | 2.8 | 1.00 | 1.80 | 0.58 | 0.56 | 0.69 | 1.02 |
| Geese | 2.6 | 2.80 | 6.16 | 11.13 | N/A | N/A | 3.36 |
| Geese - first week | 0.1 | 0.10 | 1.10 | 0.96 | N/A | N/A | 1.14 |

*weighted averages



MORTALITY DATA - RUMINANT

| Supply Chain | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|--------------------------------|------|-------|-------|------|-------|------|-------|
| Beef - heifer/steer | 1.5 | 1.50 | 1.63 | 1.59 | 1.63 | 2.05 | 2.06 |
| Beef - cow | 0.5 | 0.90 | 0.87 | 0.89 | 0.88 | 0.62 | 0.61 |
| Venison - parent | 0.5 | 2.00 | 2.10 | 1.80 | 1.63 | 2.9 | 1.7 |
| Venison - slaughter generation | 1.0 | 1.20 | 1.20 | 1.20 | 1.20 | 1.3 | 1.2 |
| Veal | 4.0 | 3.20 | 3.40 | 3.40 | 4.20 | 5 | 5 |
| Dairy * | 1.9 | 2.40 | 2.00 | 1.55 | 1.30 | 1.3 | 1.1 |
| UK Lamb | 14.3 | 8.00 | 7.80 | 7.50 | 7.34 | 8.1 | 10.78 |
| UK Ewe | 4.2 | 3.40 | 3.70 | 3.60 | 3.50 | 3.8 | 3.92 |
| Goat - pre-weaning | 4.0 | 6.00 | 11.00 | 7.70 | 1.90 | 9.5 | 12 |
| Goat - post-weaning | 3.2 | 9.00 | 9.00 | 5.80 | 1.15 | 3.1 | 12 |
| Nanny goats | 1.8 | 11.00 | 11.00 | 9.00 | 10.50 | 11.5 | 11 |

*weighted averages



MORTALITY DATA - FARMED FISH

| Supply Chain | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|--------------|------|-------|-------|-------|-------|-------|-------|
| Salmon | 17.0 | 17.40 | 18.75 | 16.55 | 17.94 | 26.4 | 23.8 |
| Trout* | 13.7 | 12.1 | 11.48 | 9.03 | 6.35 | 10.77 | 11.82 |
| Sea Bream | 9.4 | 10.90 | 11.00 | 7.00 | 9.90 | 8 | 21 |
| Sea Bass* | 11.4 | 11.60 | 11.38 | 9.00 | 17.30 | 7 | 20 |
| Halibut | 6.0 | 0.20 | 11.00 | 11.00 | 12.80 | 12.4 | 4 |

*weighted averages



CLOSE CONFINEMENT

| Livestock | % free from close confinement |
|---------------|-------------------------------|
| Beef | 100% |
| Veal | 100% |
| Venison | 100% |
| UK Pigs | 100% |
| EU Pigs | 4 |
| UK & EU Pigs* | 95% |
| UK Lamb | 100% |
| Dairy | 100% |
| Goats | 100% |
| Chicken | 100% |
| Eggs | 100% |
| Turkey* | 100% |
| Ducks | 100% |
| Geese | 100% |
| Fish* | 100% |

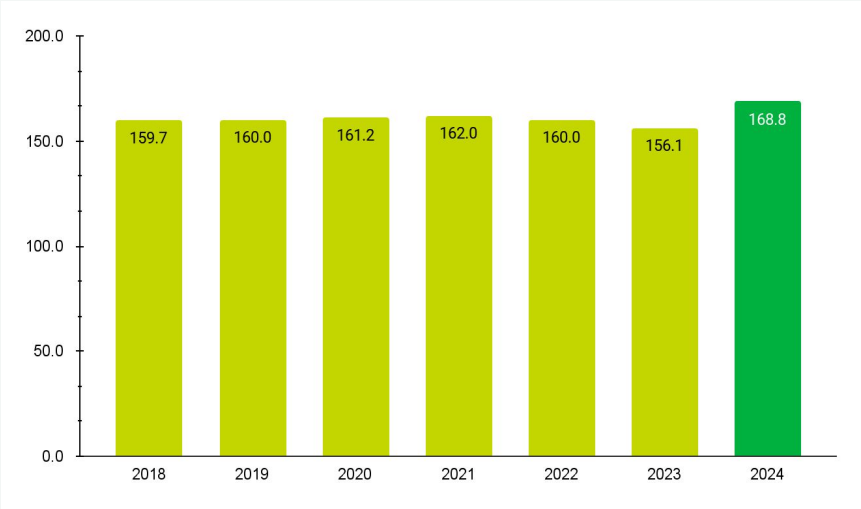
| Species - proportion of systems (%) | Free range | Indoor | Outdoor |
|-------------------------------------|------------|--------|---------|
| Beef | | | 100% |
| High welfare veal | | 100% | |
| Venison | 100% | | |
| Dairy cows (milk) | | | 100% |
| Goats (milk) | | 100% | |
| UK Pigs | 28% | 72% | |
| EU Pigs | | 96% | 4% |
| UK Lamb | 100% | | |
| Chicken | 46.43% | 53.57% | |
| Laying hens | 100% | | |
| Turkey | 37.42% | 59.44% | 3.14% |
| Ducks | | 100% | |
| Geese | 100% | | |

*weighted averages

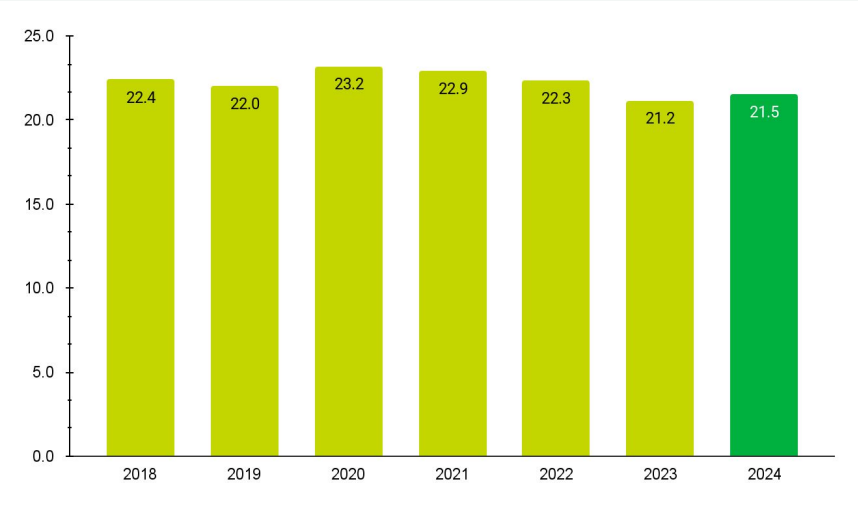


LAMB - WELFARE OUTCOME MEASURES

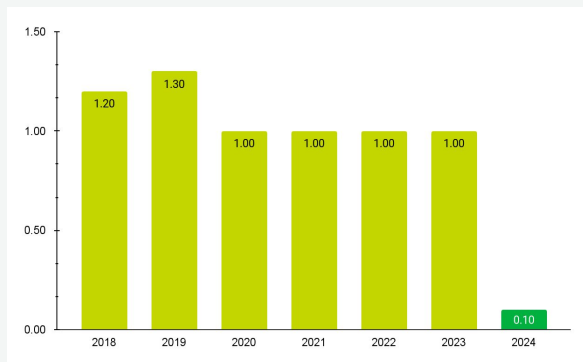
Lambing percentage (%)



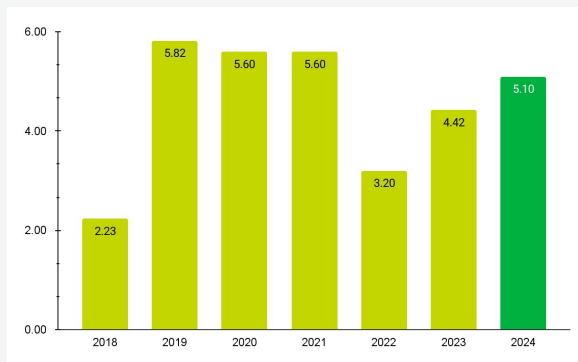
Replacement rate (%)



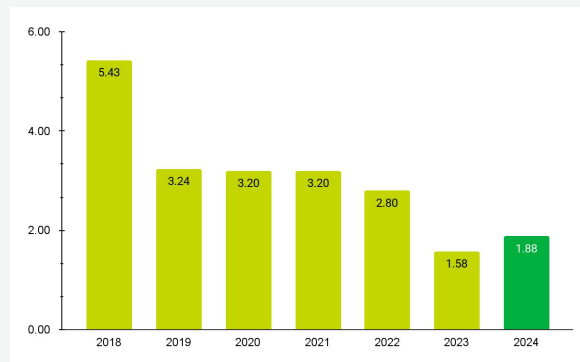
BEEF - WELFARE OUTCOME MEASURES



**Cattle cleanliness
(% dirty)**



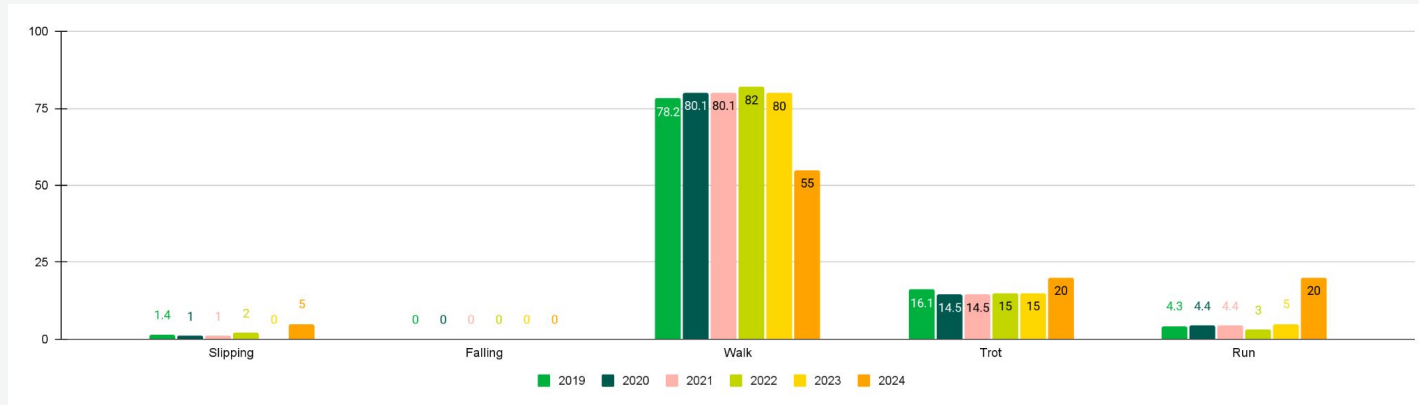
Pleurisy Pneumonia cases (%)



Fluke active cases (%)

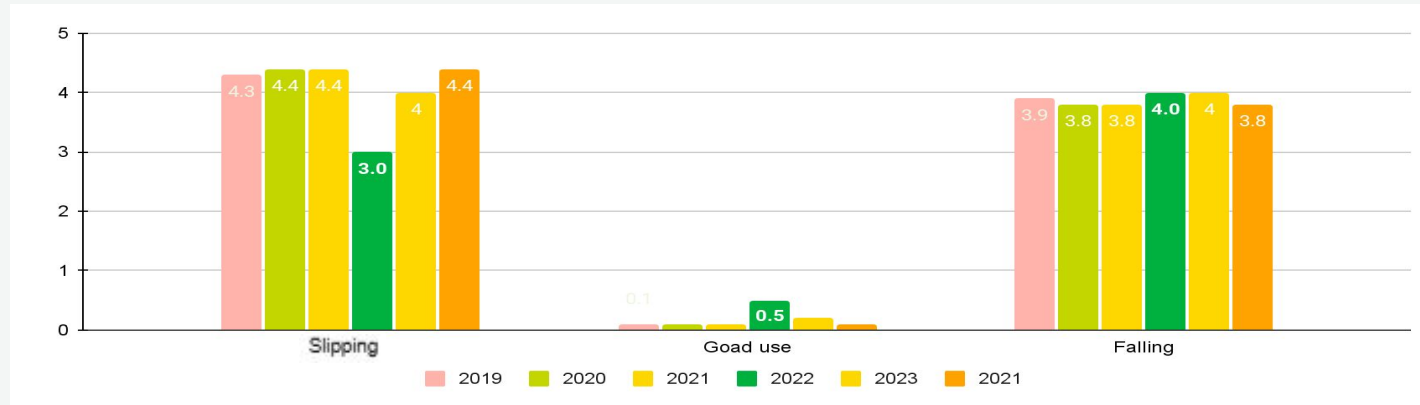
BEEF - BEHAVIOUR MEASURES

Cattle unloading outcome (%)



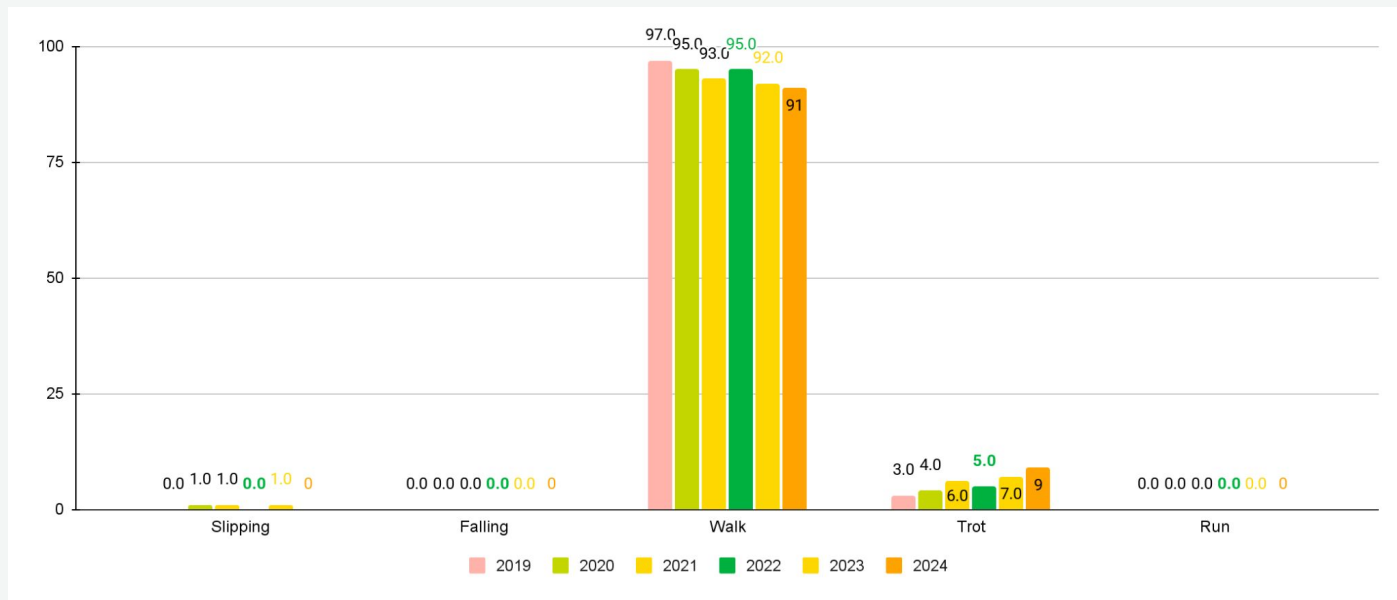
BEEF - BEHAVIOUR MEASURES

Cattle handling outcome (%)



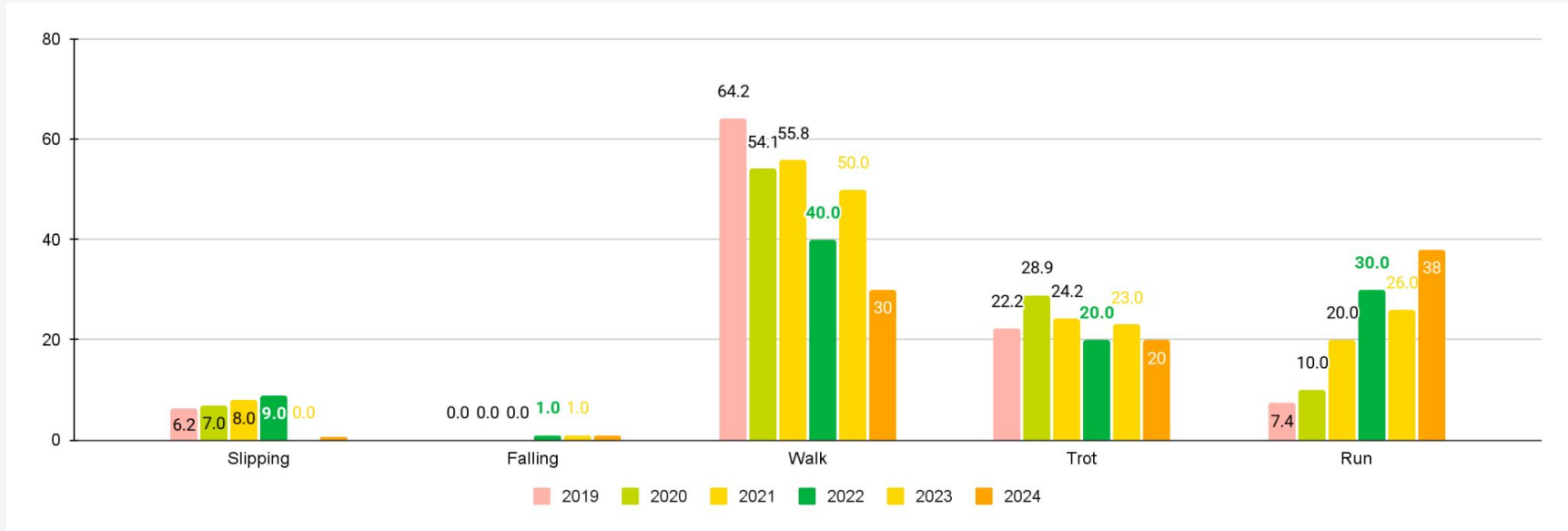
VEAL - BEHAVIOUR MEASURES

Handling outcome (%)

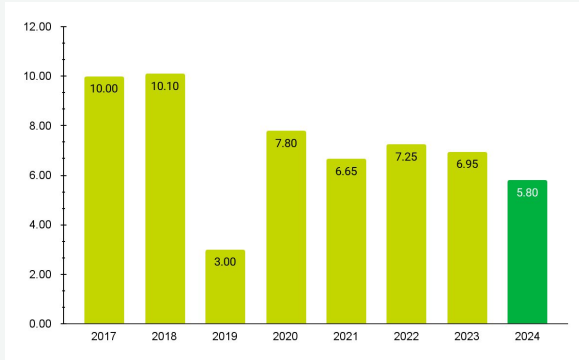


VENISON - BEHAVIOUR MEASURES

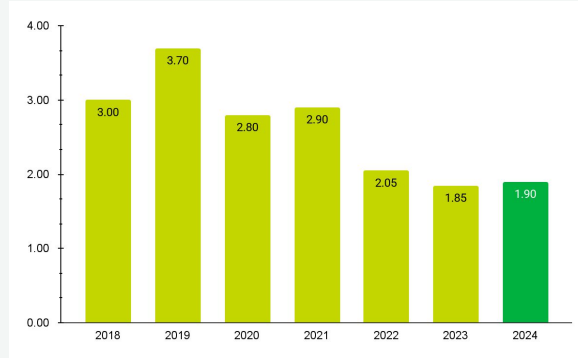
Handling outcome (%)



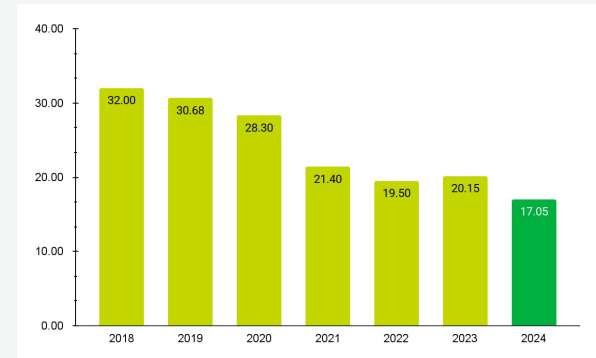
DAIRY - WELFARE OUTCOME MEASURES - PART 1



Lameness (% of heard with mobility score 2 or 3)

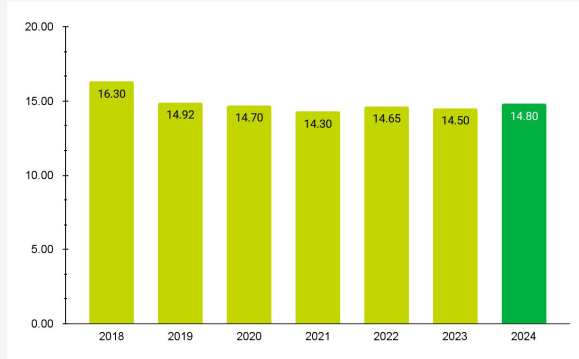


Milk fever (cases per 100 cows)

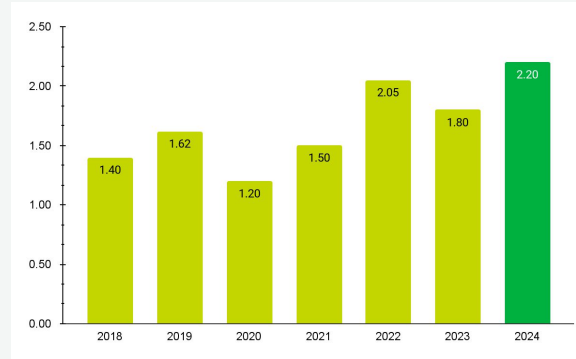


Clinical mastitis (cases per 100 cows)

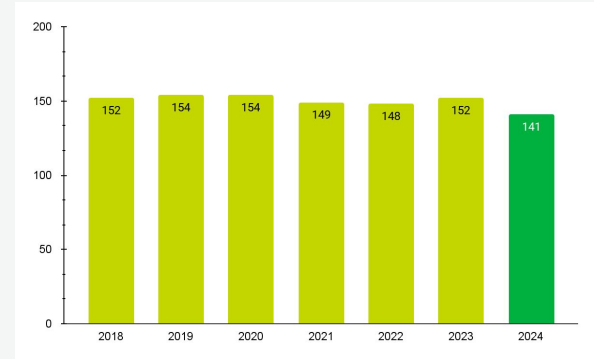
DAIRY - WELFARE OUTCOME MEASURES - PART 2



**Forced culls as % of herd
(excluding TB & Johne's)**

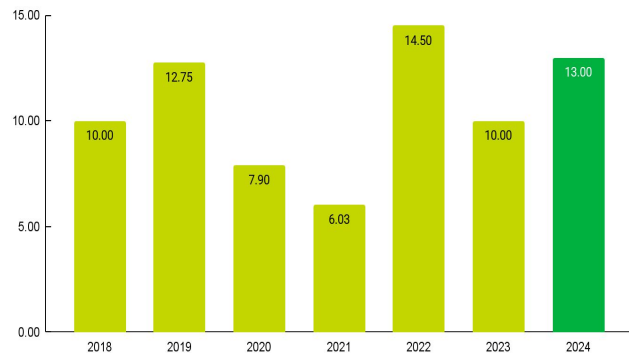


**Injuries
(cases per 100 cows)**

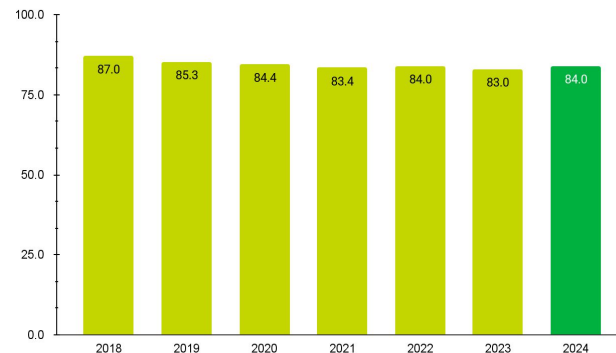


**Somatic cell count
(count per ml of milk)**

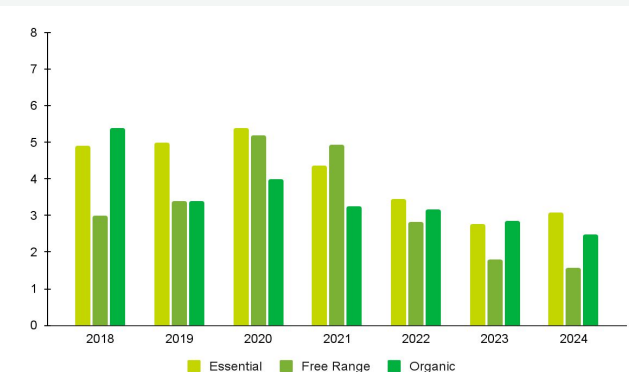
PIGS UK - ANIMAL WELFARE OUTCOME MEASURES



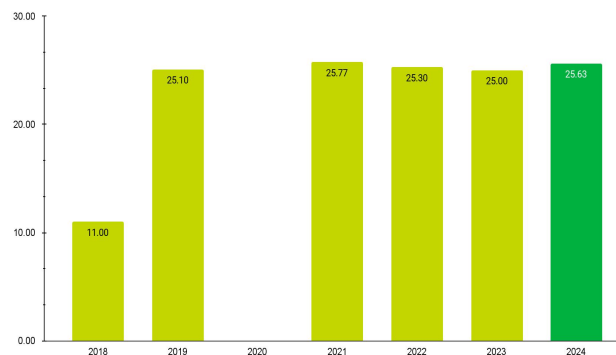
Tail biting outbreaks per month



Farrowing rate (%)



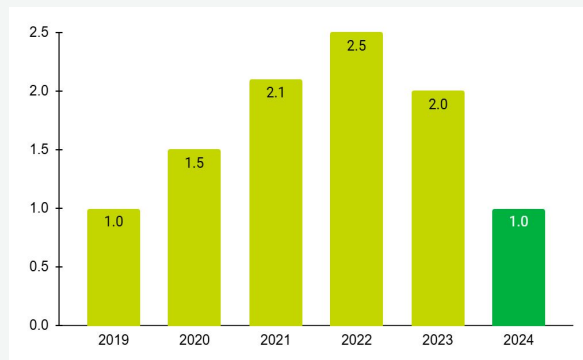
Detained pigs (%)



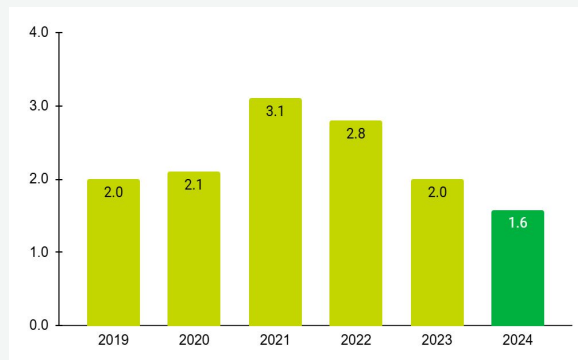
Number of piglets weaned per sow per year



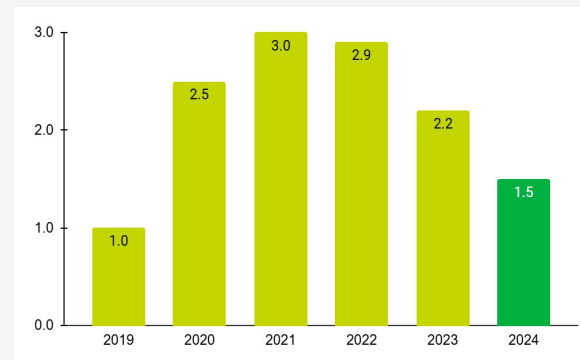
PIGS EU - ANIMAL WELFARE OUTCOME MEASURES



Tail biting outbreaks (per month)

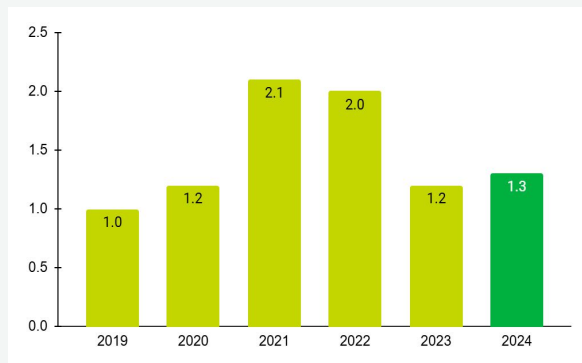


Lameness (%)

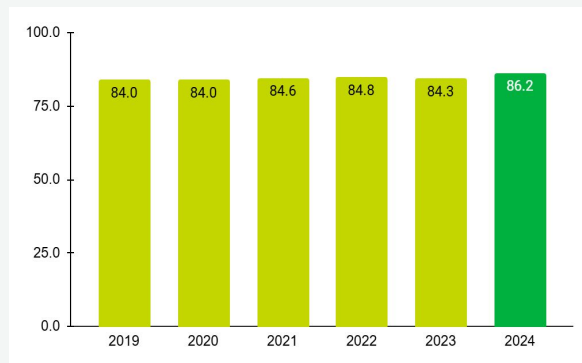


Tail bite lesions (%)

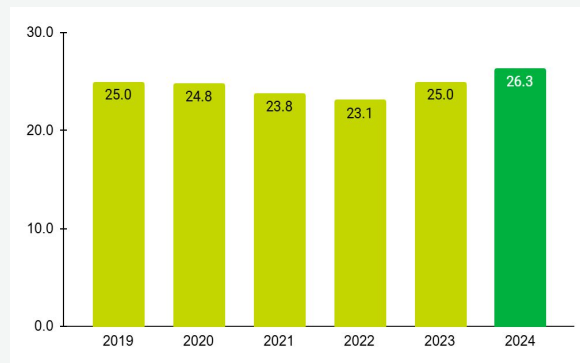
PIGS EU - ANIMAL WELFARE OUTCOME MEASURES



Skin lesions (%)

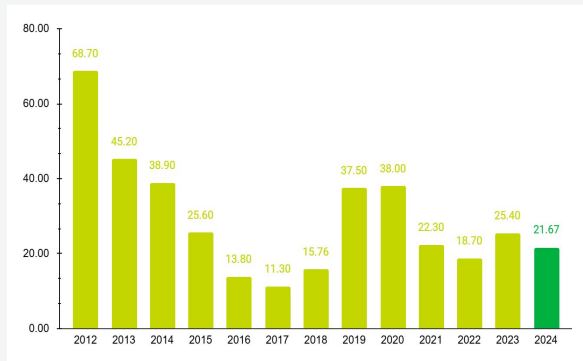


Farrowing rate (%)

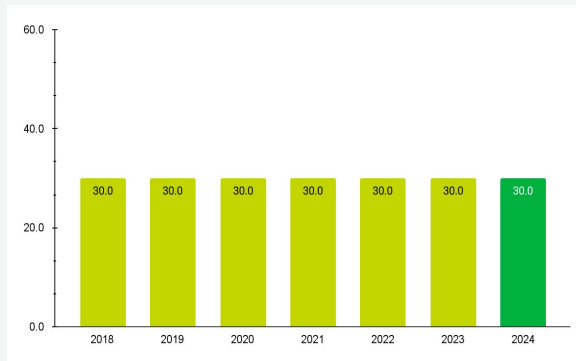


**Number of piglets weaned
per sow per year**

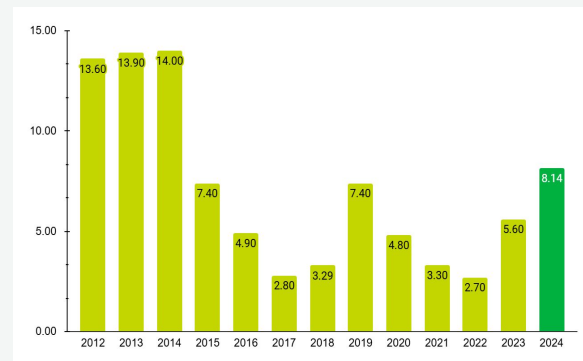
BROILER CHICKEN - ANIMAL WELFARE OUTCOME MEASURES



Pododermatitis (%)

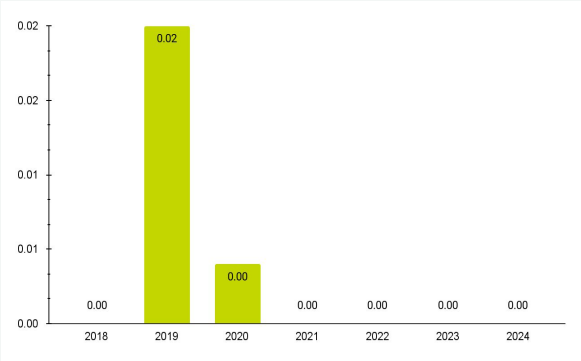


Bird stocking density
(Kg/m2)

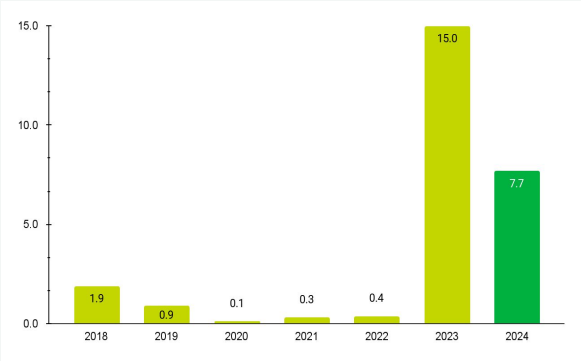


Hockmark (%)

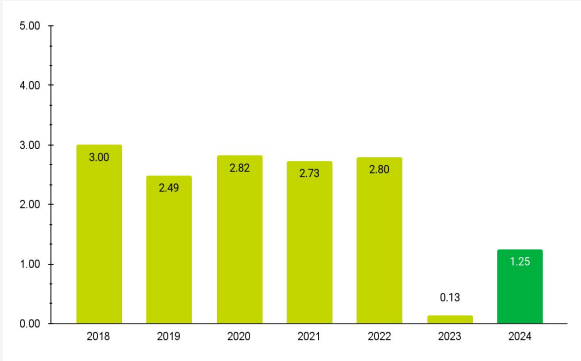
BROILER CHICKEN - ANIMAL WELFARE OUTCOME MEASURES



Breast Blisters (%)



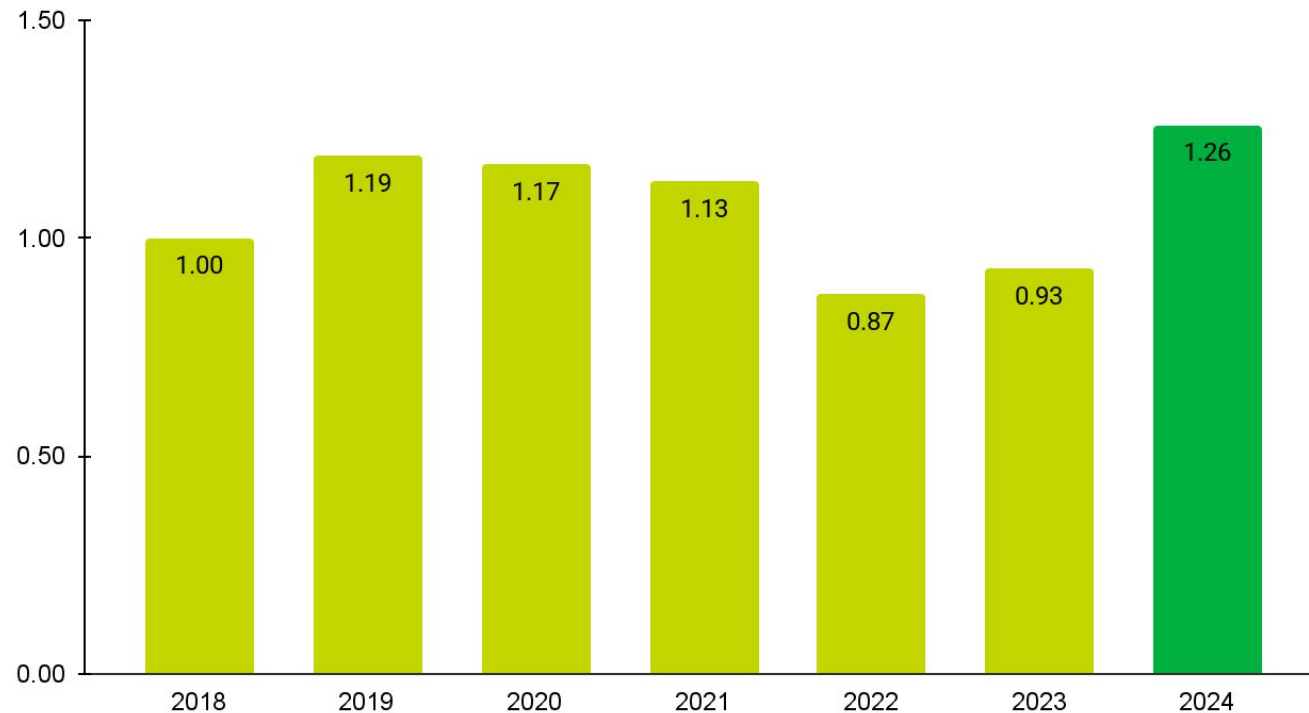
Broken Bones (%)



Cleanliness (%)



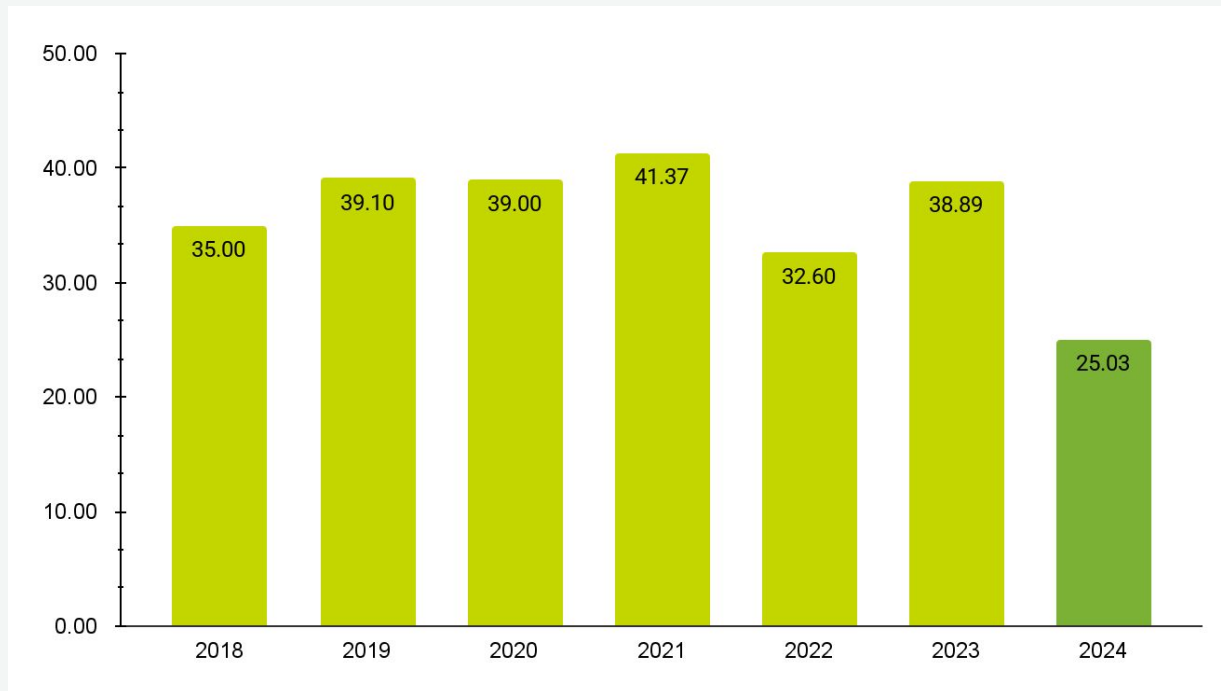
LAYING HENS



**Feather loss score
(0-2 scale)**



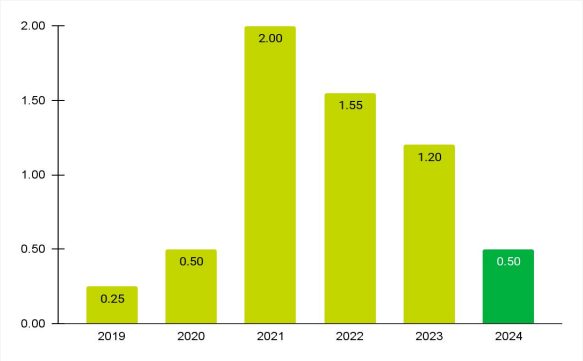
TURKEY AVERAGES



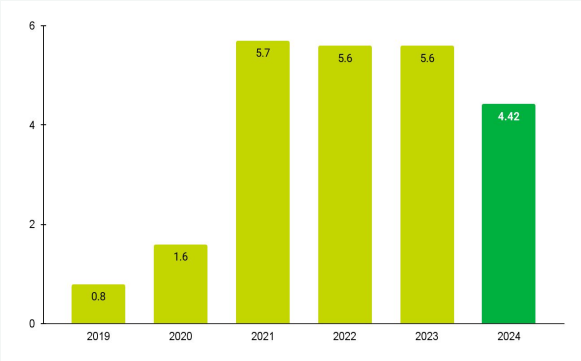
**PODODERMATITIS
(% SCORE 0-2)**



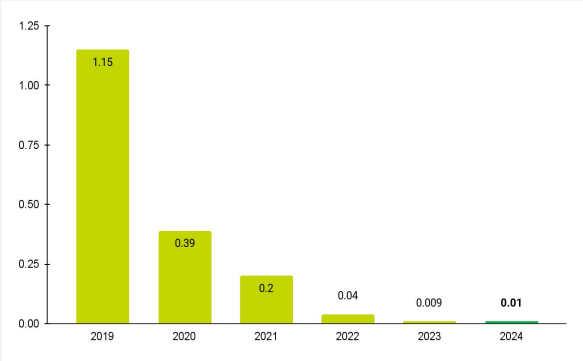
FARMED FISH - ANIMAL WELFARE OUTCOME MEASURES



Sea Bream - fin and body damage (%)



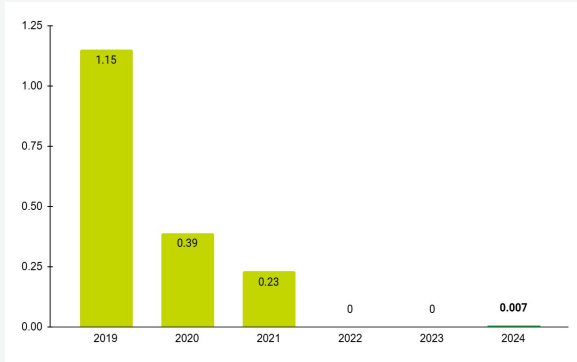
Halibut - fin and body damage (%)



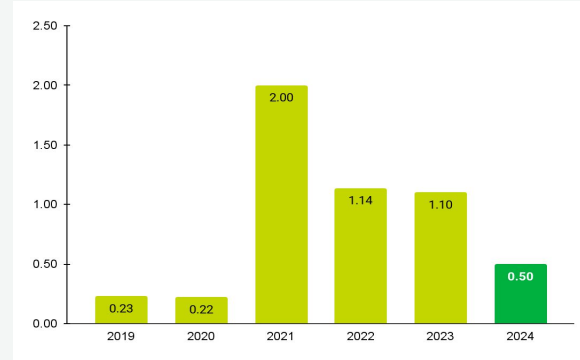
Salmon - fin and body damage (%)



FARMED FISH - ANIMAL WELFARE OUTCOME MEASURES



Trout averages - fin & body damage (%)



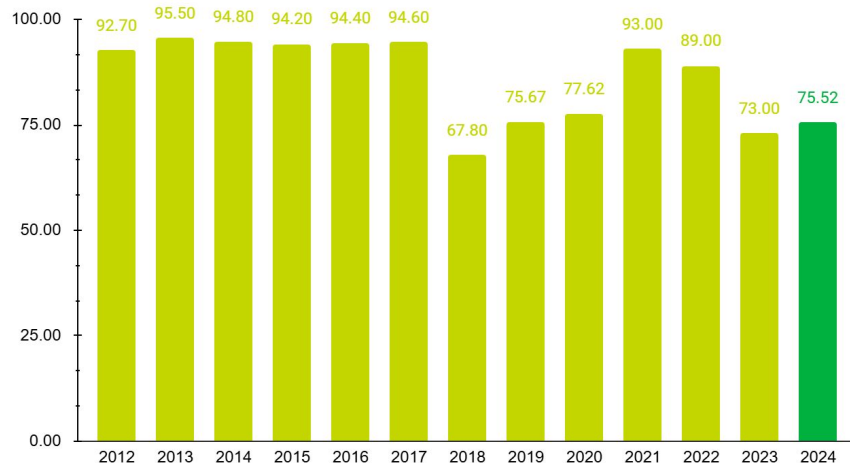
Seabass averages - fin & body damage (%)

BRANDED - WELFARE OUTCOME MEASURES



DUCK - WELFARE OUTCOME MEASURES

Pododermatitis (% Score 0-2)



Shed Stocking Rate (Kg/M2)

