



Farm Animal Welfare Strategy - 2017

Aim

Our aim is to develop and implement Greggs Farm Animal Welfare (FAW) standards which are consistent with our company values and provide the framework of ethical standards across our business.

Malcolm Copland, Commercial Director at Greggs said: “Our vision is to be the customers’ favourite food-on-the-go brand, whilst also being a responsible business. Farm Animal Welfare remains a priority for Greggs, being consistent with our values and ‘doing the right thing’ when it comes to ethical sourcing and avoiding the abuse or exploitation of animals.”

This includes all animal and fish species reared or caught for supply to us. We started with primary sourced raw pork, raw beef, raw mutton, cooked chicken and whole/shell eggs which we will continue to focus upon. In 2016 milk, cream, liquid egg and wild caught Skipjack tuna were added. For 2017 we have added turkey meat, chicken goujons, ham, raw bacon, prawns, mayonnaise, processed dairy products (butter, cheese, yoghurt and quark) and the prawns that we purchase. Other ingredients will be covered according to the schedule in Table one. This is achieved through on-going supplier engagement by questionnaire, visits, audits education and briefings on our requirements and approach to FAW.

We recognise that improving Farm Animal Welfare is a process and we will employ benchmarking against recognised schemes adopted by our industry to demonstrate our on-going commitment. We require that as a minimum, our raw materials will be from livestock and seafood reared or caught according to the requirements of EU and source country FAW legislation. Wherever possible, we will exceed these requirements.

We do not intend to promote any individual FAW standard or their associated logos.

Our FAW standards have been developed in consideration of the ‘Five Freedoms’ for livestock reared to provide our ingredients as developed by the [Farm Animal Welfare Council](#):

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

Scope and timings

We have reviewed the raw materials and products that we purchase and have listed the categories that will be included within our strategy (Table one) which will be reviewed annually. We also include specified raw materials used to prepare our own-brand products.

We are proud to have held the Good Egg award from CiWF (Compassion in World Farming) since 2014 for our free range whole/shell eggs. In 2015 we launched free range omelettes.

In recognition of our commitment to source our liquid egg from eggs laid by cage free hens within five years we are proud to have received a Good Egg award from CiWF for egg ingredients in 2017.

In 2017 we have added turkey meat, chicken goujons, ham, raw bacon, prawns, mayonnaise and processed dairy (butter, cheese, yoghurt and quark) that we purchase.

Since the end of 2016, our wild caught Skipjack tuna has been caught by pole and line fishing or have been caught without the use of Fish Aggregating Devices (FADs).

Our future targets are detailed below in Table One. We have met all of our targets to-date for the materials that we purchase, and these are listed in Appendix One. In 2017 we have added chicken goujons, ham and raw bacon ahead of schedule.

Table one

Aims	Product by definition and species	Product Description	Sources
2017-18	Where possible we will add materials earlier than scheduled.		All current origins.

By 2019	Raw Meat		All current origins.
	Lamb Offal	Haggis mince	
	Cooked Meat		
	Pork	Pulled pork	
	Beef	Topside, Pulled/shredded beef	
	Processed Meat Product		
	Pork	Cured meats, Pork stuffing	
	Beef	Corned Beef.	
	Product containing meat		
	Pork	Sausage.	
	Beef	Lorne sausage.	
	Fermented Meat		
	Pork	Pepperoni, chorizo	
	Egg (Hen)		
	Egg product	Egg powders	
	Dairy (Cow)		
Processed	Milk and cream powders		

FAW Policy benefits

- Demonstrating that Greggs strive to do the right thing when it comes to FAW and ethical sourcing
- Confirming the importance of FAW to Greggs and showing this to our consumers, investors, external stakeholders
- Helping to build consumer trust and improving the profile of the Greggs brand
- Providing the opportunity to review and establish FAW policies
- To ensure that Greggs suppliers comply with our FAW policies
- Reducing business risk by assuring traceability and reducing the likelihood of product recalls
- Opportunities for recognition and consumer communication through awards such as CiWF Good Egg Award

Greggs approach to Farm Animal Welfare (FAW)

Greggs have completed reviews of recognised FAW standards, guides and legislation to support the development of supplier FAW questionnaires and FAW policies as detailed below. We will continue to participate in the annual Business Benchmark on Farm Animal Welfare (BBFAW).

The BBFAW provides a practical and respected framework, against which we can assess our progress and feedback provides areas of focus to improve the animal welfare standards for the materials that we purchase.

We are proud that our rating improved to Tier three from Tier five in the 2015 BBFAW report and to Tier two in the 2016 BBFAW report.

Our Tier two rating shows that FAW is integral to our business strategy highlighting that we are continuing to make very good progress, particularly in management commitment, policy, governance and performance monitoring in FAW.

FAW standards and schemes

- Red Tractor Assurance Farm Standards
 - Beef & Lamb Standards v 3.0 2014.
 - Dairy Standards v 3.0 2014.
 - Pigs Standards v 3.0 2014.
 - Chicken Standards: Broilers and Poussin v 3.0 2014, Catching and Transport v 3.0 2014, Hatchery v3.0 2014, Lairage and Slaughter v 2.01 2011.
- Red Tractor Assurance Supply Chain Standards
 - Meat Processing Standards v 1.0 2012.
 - Livestock Transport Standards v3.0 2016.
- Bord Bia (Irish Food Board)
 - Beef and Lamb Quality Assurance Scheme Producer Standard Rev 01 2010.
 - Poultry Products Quality Assurance Scheme Producer Standard Rev 01 2008.
 - Meat Processor Quality Assurance Scheme Processor Standard Rev 01 2013.

- Egg Quality Assurance Scheme Standard Producer / Rearer Requirements Rev 03 2009.
- Egg Quality Assurance Scheme Standard Packing Centre Requirements Rev 03 2009.
- Sustainable Dairy Assurance Scheme Producer Standard Rev 01 2013.

- QMS (Quality Meat Scotland) Assurance Schemes
 - 2016 Cattle & Sheep Standards.
 - 2016 Pigs Standards.
 - 2015 Processor Standards.
 - 2014 Haulage Standards.

- BMPA British Meat Processors Association Standards
 - Pig Welfare and Slaughter Issue 6 2016.

- RSPCA Assured (previously Freedom Food)
 - RSPCA welfare standards for beef cattle 2010 (updated 2013).
 - RSPCA welfare standards for Laying Hens 2013.
 - RSPCA welfare standards for Chickens 2013.
 - RSPCA welfare standards for Hatcheries 2011.
 - RSPCA welfare standards for Sheep 2013.
 - RSPCA welfare standards for Pigs 2014 (updated 2016).
 - RSPCA welfare standards for Dairy Cattle 2011 (updated 2013).
 - RSPCA Welfare Standards for Turkeys 2012.
 - RSPCA welfare standards for Farmed Atlantic Salmon 2015.

- KAT (Association for Controlled Alternative Animal Husbandry)
 - Guide for Laying Farms 2013.

- QS (Qualität und Sicherheit GmbH)
 - Quality Scheme for Food Cattle farming 2016.
 - Slaughtering / Deboning 2016.

- Soil Association
 - Soil Association organic standards for farming & growing Rev 17.4. 2016.
 - Soil Association organic standards abattoirs and slaughtering Rev 17.3. 2014.

- GRMS (Global Red Meat Standards) for Pork & Beef v 4.2 2015

- GLOBALG.A.P Integrated Farm Assurance (IFA) v 5.0 2016
 - Livestock Module: cattle & sheep, dairy, calf & young beef, pigs, poultry and turkey.

- SEGES (Danish Pig Research Centre)
 - Danish Product Standard 2015.
 - Contract for UK Production 2016.

- British Egg Industry Council (BEIC)
- Lion Code of Practice v 7 2013.
- FAWC (Farm Animal Welfare Committee)
- CiWF (Compassion in World Farming) Food Business
- Defra (Department for Environment, Food & Rural Affairs) Welfare codes
- Pigs 2003, Meat chickens 2002, laying hens 2002, sheep 2000, and cattle 2003.
- MSC (Marine Stewardship Council)
- ASC (Aquaculture Stewardship Council)

Key Legislation (please note that this list is not exhaustive)

- EC Council Directive 98/58/EC Protection of animals kept for farming purposes
- EC Council Regulation (EC) No1/2005 Protection of animals during transport
- EC Council Regulation (EC) No 1099/2009 Protection of animals at the time of killing
- EC Council Directive 2008/120/EC Minimum standards for the protection of pigs
- EC Council Directive 2007/43/EC Minimum rules for the protection of chickens kept for meat production
- EC Council Directive 1999/74/EC Minimum standards for the protection of laying hens
- EC Council Directive 2008/119/EC Minimum standards for the protection of calves
- Animal Welfare Act 2006
- The Welfare of Farmed Animals (England) Regulations 2007 No 2078
- The Welfare of Farmed Animals (England) (Amendment) Regulations 2010 No 3033
- The Welfare of Farmed Animals (Scotland) Regulations 2010 No 388
- The Welfare of Farmed Animals Regulations (Northern Ireland) 2012 No 156
- The Welfare of Farmed Animals (Wales) Regulations 2007 No 3070
- The Welfare of Animals (Transport) (England) Order 2006 No 3260
- The Welfare of Animals at the Time of Killing (England) Regulations 2015 No 1782

Supplier Performance

Our FAW requirements are incorporated into the contractual obligations for all suppliers of raw materials and products from livestock and seafood. This is achieved through our Supplier Requirements for FAW document which is within our 'supplier pack' of policies. Our supplier terms and conditions require full compliance with these policies. Our supplier questionnaires require any changes in FAW to be authorised by Greggs. Where there is a noncompliance with our FAW requirements our actions can result in a supplier and / or supply site being delisted. Requirements for the approval of new supply sites include the completion of a satisfactory FAW supplier questionnaire. We have and will continue to reject supply sites for unsatisfactory FAW supplier questionnaires.

We continually monitor the performance of our suppliers through supplier FAW self-assessment questionnaires, third party accreditations, site visits and audits.

We have reviewed our Key Performance Indicators (KPIs) to monitor FAW performance and have added three further KPIs to monitor FAW impact.

- The proportion of animals that are stunned before slaughter
- The proportion of live animals transported over eight hours
- The proportion of animals that are reared without confinement
- The proportion of animals that are reared without using growth promoters
- The proportion of animals which are genetically modified or cloned
- The proportion of dairy cows that are free from tethering
- The proportion of broiler chickens that are reared at stocking densities of 33Kg/M² or less
- The proportion of dairy cows that are free from tail docking

Our supplier FAW questionnaires include Welfare Outcome Measures (WOMs) to monitor the welfare of the livestock and poultry. We are working with key suppliers to provide regular WOM information. This includes suppliers of chicken, eggs, beef, mutton, turkey, dairy and pork.

We require that our suppliers have formal FAW policies. These should include:

- Provision of the five freedoms
- Minimising close confinement
- To prohibit slaughter without pre-stunning
- To minimise live journey times
- To prohibit the use of GM and cloned animals
- To prohibit the use of growth promoters
- To prohibit the prophylactic use of antibiotics
- Not to allow surgical interventions without veterinary agreement

We maintain and continue to schedule supplier engagement activities through shared learnings on FAW. In 2016 these included

- Supplier education workshops with a pork meat supplier and with a pork product supplier building FAW knowledge. We explained Greggs approach to FAW, our expectations in our FAW strategy and the completion of FAW supplier questionnaires
- Laying farm visits of free range laying farms
- Meetings with a chicken supplier to confirm our antibiotic requirements
- Supplier visits to UK pig, beef cattle and lamb abattoirs
- Supplier visits to UK pig, and beef cattle cutting plants
- Meeting with the Danish Agriculture Food Council and SEGES (Danish Pig Research Centre) in Denmark. This included the Danish animal welfare and quality schemes and management of antibiotic usage.
- Pig farm, abattoir & cutting plant and a pork product manufacturing site with a key pork supplier in Denmark

FAW implementation

FAW is the responsibility of the Commercial Director reporting to the Chief Executive and supported by our cross functional Customer Health and Responsible Sourcing team.

To raise awareness and the profile of FAW within our company it was included as a workshop at our 2015 retail conference. FAW achievements were recognised within the CSR section at the 2017 retail conference.

Our Supplier Technologists have completed Welfare Officer training at Bristol University. FAW awareness sessions have been completed for our Central Services Technical Team in 2015 and 2017 by one of our trained Supplier Technologists.

In 2015 our Supplier Technologists completed Poultry Farm Welfare Officer training. One of our Supplier Technologists also completed the BRC Poultry course in 2017.

Greggs had representation at the joint conference by RUMA (Responsible Use of Medicines in Agriculture Alliance) and the VMD (Veterinary Medicines Directorate) in November 2015, on the responsible use of medicines in animals, especially antibiotics. We plan to attend the next conference in 2017.

Greggs also had representation at the ISSF (International Seafood Sustainability Foundation) Tuna Sustainability forum in 2015 and 2016.

Engagement

As part of Greggs on-going engagement with the Royal Wolverhampton NHS Trust In 2016 Greggs made a presentation on antibiotics and Antimicrobial Resistance (AMR) to the Chief Executive and Consultant Microbiologist. This covered the importance of AMR in animal welfare and reviewed antibiotic treatment practices across the main meat sectors including poultry, beef and pork. An overview was provided of Greggs antibiotics policy and reduction plans.

Current Farm Animal Welfare Status

Raw pork, raw bacon and ham

- 100% of the pigs are pre-slaughter stunned
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun
- Growth promoters are not used
- Prophylactic antibiotic treatment is not practiced (use in anticipation of disease)
- No genetically modified or cloned pigs are permitted
- Pigs are not subjected to long live journeys (exceeding 8 hours); typical and average live journey times for pigs are 2-4 hours. 100% of pigs are transported in 8 hours or less)
- Pigs are reared in conditions which are compliant with EU and source country FAW legislation
- The minimum requirements of EU regulations are exceeded by compliance with UK legislation in respect of;
 - The sows reared to supply UK sourced pork shoulder are not kept in sow stalls.
 - The sows reared to supply UK sourced pork shoulder are not kept in farrowing crates.
 - The male pigs reared to supply UK sourced pork shoulder are not castrated.
 - The pigs reared to supply UK sourced pork shoulder are kept free from close confinement.
- Environmental enrichment is provided for the proper expression of rooting, pawing and chewing behaviours
- The pork meat supplied to us is accredited to at least one of the following standards; Global Red Meat Standard (GRMS), Danish Product Standard, UK Contract, British Quality Assured Pork (BQAP) standard, Red Tractor Farm Assurance (or equivalent) and Quality Meat Scotland (QMS)
- The pork meat supplied to us is sourced from the UK and Denmark
- The pigs reared to supply pork to us are from 3rd party farm assured sources
- Tail biting and lame rates are monitored for all pigs to help to look after their welfare.
- Welfare Outcome Measures (WOMs) for pigs include the lame rate which is reported regularly by a key supplier. This show that lame rate is below 1%. The trend is stable and is consistently below 1%.

Raw beef

- 100% of the beef cattle are pre-slaughter stunned
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun
- Growth promoters are not used
- Prophylactic antibiotic treatment is not practiced
- No genetically modified or cloned beef cattle are permitted
- Beef cattle are not subjected to long live journeys (exceeding 8 hours); typical and average live journey times for UK and Irish sourced beef cattle are 2-5 hours. 100% of beef cattle are transported in 8 hours or less
- Beef cattle are reared in conditions which are compliant with EU and source country FAW legislation
- All Irish and at least 90% of UK sourced beef cattle have access to grass pasture during the grass growing season
- 100% of beef cattle supplied to us are reared in conditions where they are free from confinement
- The beef meat supplied to us is sourced from the UK, Ireland and Germany.
- All of the UK beef cattle are from 3rd party farm assured sources

- WOMs for beef cattle include the lame rate which is reported regularly by a key supplier. The lame rate is 2 to 3% against a maximum target of 5% of beef cattle. The trend is stable and consistently ranges from 2 to 3%.

Raw mutton

- 100% of the sheep are pre-slaughter stunned
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun.
- Growth promoters are not used
- Prophylactic antibiotic treatment is not practiced
- No genetically modified or cloned sheep are permitted
- Sheep are not subjected to long live journeys (exceeding 8 hours); typical and average live journey times for sheep are less than 4 hours. 100% of the sheep are transported in 8 hours or less
- Sheep are reared in conditions which are compliant with EU and source country FAW legislation
- Sheep are reared outside and fed on grass land unless prevented by adverse weather
- 100% of the sheep supplied to us are reared in conditions where they are free from confinement
- The mutton meat supplied to us is sourced from Ireland
- WOMs for sheep include the lame rate recorded as less than 1% in 2014, 2015 and 2016 by our supplier showing that the trend for the lame rate for sheep has been stable and consistent for three consecutive years

Chicken meat and chicken goujons

- All chicken meat and the meat in the goujons is from broiler chickens
- All broiler chickens are cage free
- 100% of the broiler chickens supplied to us are reared in conditions where they are free from confinement
- 100% of the broiler chickens are pre-slaughter stunned
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun
- Broiler chickens are not subjected to surgical interventions ensuring that 100% of the broiler chickens are free from routine surgical interventions
- Growth promoters are not used
- Prophylactic antibiotic treatment is not practiced
- No genetically modified or cloned chickens are permitted
- Broiler chickens are not subjected to long live journeys (exceeding 8 hours); typical and average live journey times for broiler chickens are 3-8 hours. 100% of the broiler chickens are transported in 8 hours or less
- Broiler chickens are reared in conditions which are compliant with EU and source country FAW legislation
- The UK and EU supplied broiler chickens are from a 3rd party farm assured source
- The requirements of EU regulations and UK legislation are exceeded for maximum stocking densities which are 42Kg M² and 39Kg M² respectively. The actual stocking densities for all broiler chickens are below 37Kg M². Stocking densities are reported routinely by our suppliers
- WOMs for broiler chickens include leg health which is reported regularly by key suppliers. This shows that leg cull rates are typically 1% or less. The trend for the leg cull rate is stable and is consistently at 1% or below

- The overall proportion of broiler chickens providing chicken or chicken ingredients that are reared at a stocking density of 33Kg M² or below is 87%

Turkey meat

- 100% of the turkeys are pre-slaughter stunned
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun
- Growth promoters are not used
- Prophylactic antibiotic treatment is not practiced
- No genetically modified or cloned turkeys are permitted
- Turkeys are not subjected to long live journeys (exceeding 8 hours); typical and average live journey times for turkeys are 3-8 hours. 100% of the turkeys are transported in 8 hours or less
- 100% of the turkeys supplied to us are reared in conditions where they are free from confinement
- Turkeys are reared in conditions which are compliant with EU and source country FAW legislation
- The turkeys have a flock health plan which includes leg health; welfare monitoring includes turkey behaviour
- WOMs for turkeys include the Post Mortem Inspection (PMI) rejection rate which is reported by a key supplier. This shows that the PMI rejection rate is below 0.2%. The trend for the PMI rejection rate is stable and is consistently below 0.2%
- The UK supplied turkeys are from a 3rd party farm assured source

Free-range whole/shell eggs, egg mayonnaise filling, mayonnaise and omelettes

- Laying hens are reared in free range systems
- 100% of the laying hens are cage free
- Growth promoters are not used
- Prophylactic antibiotic treatment is not practiced
- No genetically modified or cloned laying hens are permitted
- Laying hens are not subjected to long live journeys (exceeding 8 hours); 100% of the laying hens are transported in 8 hours or less
- A minimum of 85% of the whole/ shell eggs are from a UK RSPCA Assured and BEIC Lion Code assured source
- All of the eggs in the omelettes and mayonnaise are from a 3rd party farm assured or BEIC Lion Code assured source
- 100% of the laying hens providing the eggs for omelettes are free from beak trimming or tipping
- 100% of the laying hens providing the eggs for omelettes are free from routine surgical interventions
- At the end of their laying lives 100% of the laying hens are pre-slaughter stunned
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun
- WOMs for laying hens include feather wear to monitor pecking this is reported regularly by a key supplier. This shows that feather wear is below 1.5 at the end of laying life using the AssureWel criteria where 1 is 'slight feather loss' and 2.0 is 'moderate / severe feather loss'. The trend is stable and consistent

Whole liquid egg

- Growth promoters are not used
- Prophylactic antibiotic treatment is not practiced

- No genetically modified or cloned hens are permitted
- Hens are not subjected to long live journeys (exceeding 8 hours); 100% of the laying hens are transported in 8 hours or less
- At the end of their laying lives 100% of the laying hens are pre-slaughter stunned
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun
- WOMs for laying hens include feather wear to monitor pecking this is reported regularly by a key supplier. This shows that feather wear is below 1.5 at the end of laying life using the AssureWel criteria where 1 is 'slight feather loss' and 2.0 is 'moderate / severe feather loss'. The trend is stable and consistent
- The overall proportion of laying hens providing eggs or egg ingredients that are cage free is 74%

Liquid milk and cream

- 100% of the dairy cattle providing liquid milk and cream to us are reared in conditions where they are free from confinement
- Growth promoters are not used
- Prophylactic antibiotic treatment is not practiced
- No genetically modified or cloned dairy cattle are permitted
- Dairy cattle are not subjected to long live journeys (exceeding 8 hours); typical and average live journey times for dairy cattle are 2-3 hours. 100% of the dairy cattle are transported in 8 hours or less
- All dairy cattle providing liquid milk and cream to us are reared under the 3rd party Red Tractor Farm Assurance Dairy Scheme
- All dairy cattle providing liquid milk and cream are reared in the UK
- At the end of their milking life 100% of the dairy cattle are pre-slaughter stunned
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun
- 100% of the dairy cattle providing liquid milk and cream are free from tail docking
- 100% of the dairy cattle providing liquid milk and cream are free from tethering
- WOMs including the mastitis rates are monitored for all dairy cattle. The mastitis rate is reported by a key supplier at 10% in 2015 and 2016. Showing that the trend for the mastitis rate for dairy cattle has been stable and consistent for two years

Processed dairy products (butter, cheese, yoghurt and quark)

- 100% of the dairy cattle are reared in conditions where they are free from close confinement
- Growth promoters are not used
- Prophylactic antibiotic treatment is not practiced
- No genetically modified or cloned dairy cattle are permitted
- WOMs including the lame and mastitis rates are monitored for all dairy cattle
- 100% of the dairy cattle are free from tail docking
- 100% of the dairy cattle are free from tethering

Wild caught seafood

- 100% of our seafood purchased is wild caught
- 100% of the Skipjack tuna is caught by pole and line fishing or without using Fish Aggregating Devices (FADs)

- 100% of the prawns are from a MSC certified sustainable source
- 100% of the Skipjack tuna and prawns have been caught without the use of Illegal Unregulated and Unreported (IUU) fishing
- 100% of the Skipjack tuna and prawns have been caught without the use of destructive fishing methods such as the use of poisons or explosives

Greggs Farm Animal Welfare Policies

1. Greggs 'Close Confinement and Intensive Farming' Policy.

- This policy applies to all current purchases of primary source: raw pork, raw beef, raw mutton, turkey meat, chicken meat including Goujons, ham and raw bacon. The laying hens providing our whole eggs, liquid egg, mayonnaise and the egg for our omelettes. The dairy cattle providing our liquid milk and cream and the dairy cattle providing milk for processed dairy products (butter, cheese, yoghurt and quark)
- Livestock/poultry should be protected from experiencing unnecessary discomfort by providing a suitable environment
- The expression of normal behaviour is required through the provision of sufficient space.
- Livestock/poultry should be protected from unnecessary fear and distress thorough the provision of a suitable environment
- All suppliers meet the maximum stocking density requirements for broiler and laying chickens
- We ensure suppliers are legally compliant in the use of close confinement systems such as sow stalls and farrowing crates
- The pigs reared in the UK are not reared using sow stalls. For the pigs reared outside of the UK current EU legislation permits the use of sow stalls for 28 days post service
- The dairy cows should have access to grass pasture during the grass growing season
- We monitor supplier performance and practice through FAW questionnaire, visits, audits and the regular reporting of WOMs from key suppliers
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum

2. Greggs 'Avoidance of Growth Promoting Substances' Policy.

- This policy applies to all current purchases of primary source: raw pork, raw beef, raw mutton, turkey meat, chicken meat and chicken goujons, ham and raw bacon. The laying hens providing our whole eggs, liquid egg, mayonnaise and the egg for our omelettes. The dairy cattle providing our liquid milk and cream and the dairy cattle providing milk for processed dairy products (butter, cheese, yoghurt and quark)
- Livestock/poultry must not be provided with growth promoting substances
- We monitor supplier performance and practice through FAW questionnaire, visits and audits
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum

3. Greggs 'Antibiotics' Policy.

We recognise the potential risk to human health care from the overuse of antibiotics in the rearing of livestock from the development of antimicrobial resistance (AMR).

We support the responsible use of antibiotics when it is using as little as possible but as often as necessary to avoid further suffering.

The highest priority CIA antibiotics listed as the 3rd and 4th Generation Cephalosporins, Macrolides, Fluoroquinolones and Glycopeptides by the World Health Organisation (WHO) in 2011 (Critically Important Antimicrobials for Human Medicine 3rd Revision 2011 ISBN 978 92 4 150448 5).

- This policy applies to all current purchases of primary source: raw pork, raw beef, raw mutton, turkey meat, chicken meat and chicken goujons, ham and raw bacon. The laying hens providing our whole eggs, liquid egg mayonnaise and the egg for our omelettes. The dairy cattle providing our liquid milk and cream and the dairy cattle providing milk for processed dairy products (butter, cheese, yoghurt and quark)
- We do not allow the prophylactic use of antibiotics in the rearing of pigs, beef cattle, dairy cattle, sheep, broiler chickens, turkeys and laying hens to supply Greggs
- We do not allow the use of antibiotics as growth promoters in the rearing of livestock/poultry to supply Greggs
- The use of the highest priority critically important antibiotics in human health (CIAs) in the rearing of the livestock to supply Greggs is to be minimised and ultimately excluded
For chicken we are working with our suppliers with the aim of excluding the use of CIAs by the end of 2019
- The highest priority critically important antibiotics in human health (CIAs) are not used in the rearing of livestock providing our primary source raw mutton, free range omelettes liquid egg and mayonnaise
- We monitor supplier performance and practice through FAW questionnaire, visits and audits
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum

4. Greggs 'Routine Surgical Interventions' Policy.

- This policy applies to all current purchases of primary source: raw pork, raw beef, raw mutton, turkey meat, chicken meat and chicken goujons, ham and raw bacon. The laying hens providing our whole eggs, liquid egg mayonnaise and the egg for our omelettes. The dairy cattle providing our liquid milk and cream and the dairy cattle providing milk for processed dairy products (butter, cheese, yoghurt and quark)
- Livestock/poultry should be protected from avoidable pain, injury and disease through timely diagnosis and treatment
- Where routine and non-routine surgical interventions are performed then the use of pain relief and anesthetic is applied where appropriate
- The use of surgical interventions such as tail docking, and the reduction of corner teeth or tusk reduction for pigs reared for supply to us should only be practiced to prevent further suffering or when alternative solutions have been unsuccessful
- 100% of broiler chickens are not subjected to any routine surgical interventions
- We monitor supplier performance and practice through FAW questionnaire, visits and audits
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum

5. Greggs 'Pre-Slaughter Stunning' Policy.

- This policy applies to all current purchases of primary source: raw pork, raw beef, raw mutton, turkey meat, chicken meat and chicken goujons, ham and raw bacon. The laying hens providing our whole eggs, liquid egg mayonnaise and the egg for our omelettes. The dairy cattle providing our liquid milk and cream and the dairy cattle providing our liquid milk and cream at the end of their milking life

- Livestock/poultry reared to supply us should be protected from experiencing unnecessary fear and distress during lairage and slaughter
- We require that all meat supplied to us is from livestock which has been stunned before slaughter. We also require that there is a contingency in place when there is a failure of the stunning equipment or failure to deliver an effective stun. We accept the use of gas as the livestock/poultry are unconscious and insensible to pain at the time of death
- We monitor supplier performance and practice through FAW questionnaire, visits and audits
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum
- We do not exclude meat from livestock/ poultry produced using religious slaughter such as Halal; however we require that an effective pre-slaughter stun has been delivered prior to slaughter

6. Greggs 'Live Transport' Policy.

- This policy applies to all current purchases of primary source: raw pork, raw beef, raw mutton, turkey meat, chicken meat and chicken goujons, ham and raw bacon. The laying hens providing our whole eggs, liquid egg mayonnaise and the egg for our omelettes. The dairy cattle providing our liquid milk and cream and the dairy cattle providing our liquid milk and cream at the end of their milking life
- Livestock/poultry should be protected from unnecessary discomfort, fear and distress during transport
- Livestock/poultry must not be subjected to long live journey times (exceeding 8 hours) from the time of loading to unloading
- We monitor supplier performance and practice through FAW questionnaire, visits and audits.
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum

7. Greggs 'Genetically Modified and Cloned Livestock/Poultry' Policy.

- This policy applies to all current purchases of primary source: raw pork, raw beef, raw mutton, turkey meat, chicken meat and chicken goujons, ham and raw bacon. The laying hens providing our whole eggs, liquid egg mayonnaise and the egg for our omelettes. The dairy cattle providing our liquid milk and cream and the dairy cattle providing milk for processed dairy products (butter, cheese, yoghurt and quark)
- No livestock/poultry that have been genetically modified can be supplied to us
- No cloned livestock/poultry or their progeny can be supplied to us
- We monitor supplier performance and practice through FAW questionnaire, visits and audits
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum

Appendix One: FAW Milestones

2014

- Greggs supplier questionnaires were developed
- Greggs FAW strategy published with a scope of primary sourced raw pork, raw beef, raw mutton, cooked chicken and whole/shell eggs
- Tier 5 rating maintained in the 2014 BBFAW report
- Greggs were proud to receive the CiWF Good Egg Award in recognition of their commitment to the use of cage free eggs for whole/shell eggs by 31st December 2014 and for the use of free range hard-boiled eggs and free range eggs in the egg mayonnaise premix

2015

- Greggs achieved a Tier 3 rating in the 2015 BBFAW report

2016

- Greggs achieved a Tier 2 rating in the 2016 BBFAW report
- The scope of Greggs FAW strategy was extended to include milk, cream, liquid egg and the sustainability of wild caught Skipjack tuna

2017

- The scope of Greggs FAW strategy was extended to include added prawns, mayonnaise, processed dairy products (butter, cheese, yoghurt and quark) and turkey meat
- Chicken goujons, ham and raw bacon were included ahead of schedule

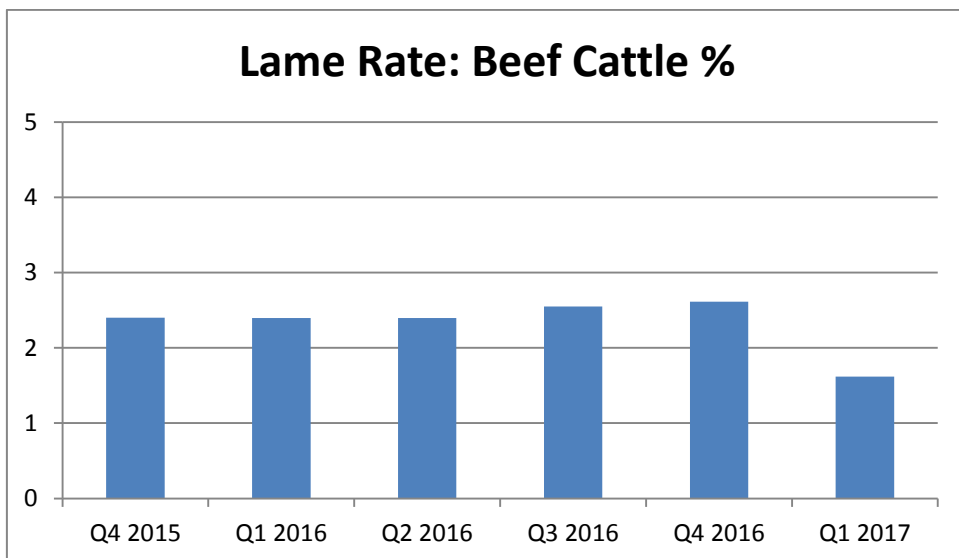
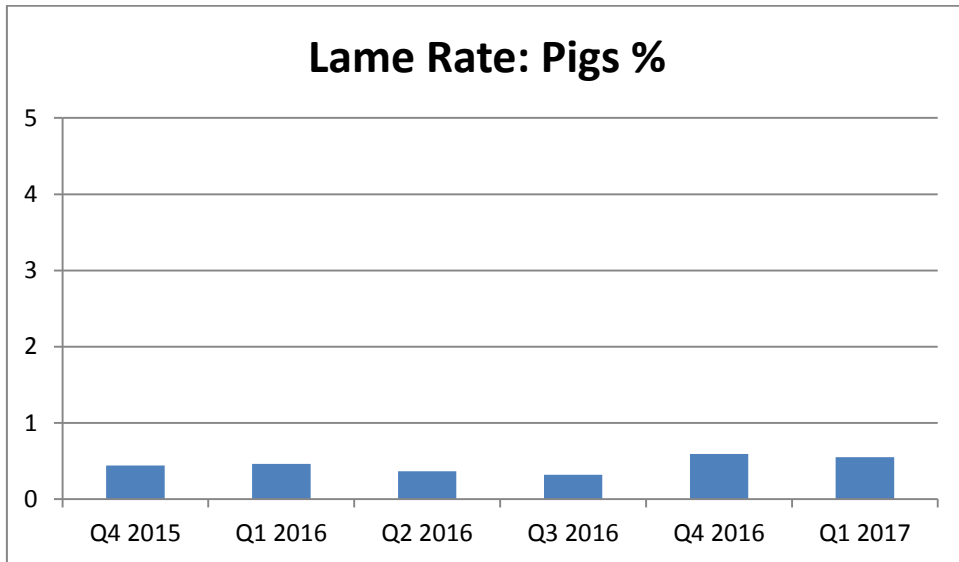
Table 2 lists the materials which are currently included within Greggs FAW strategy

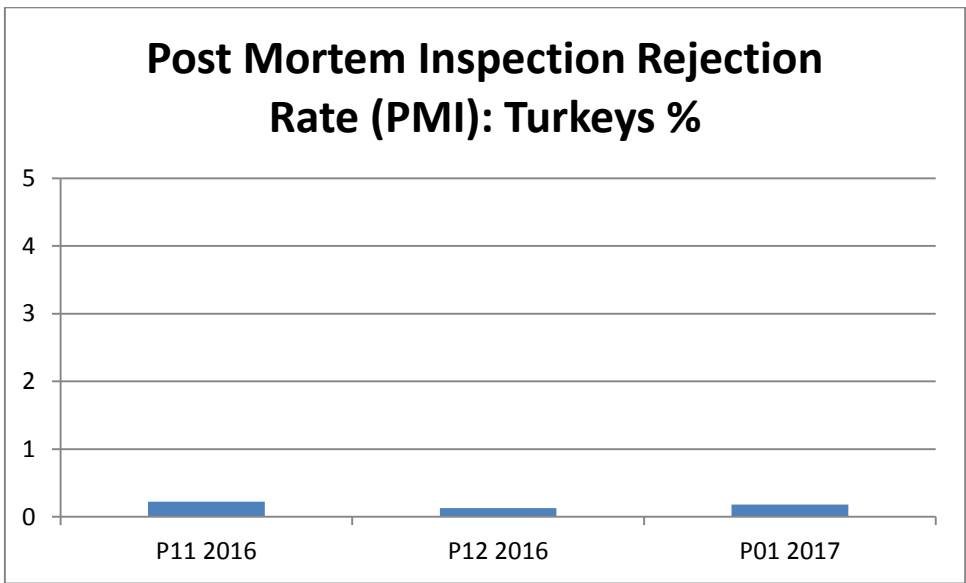
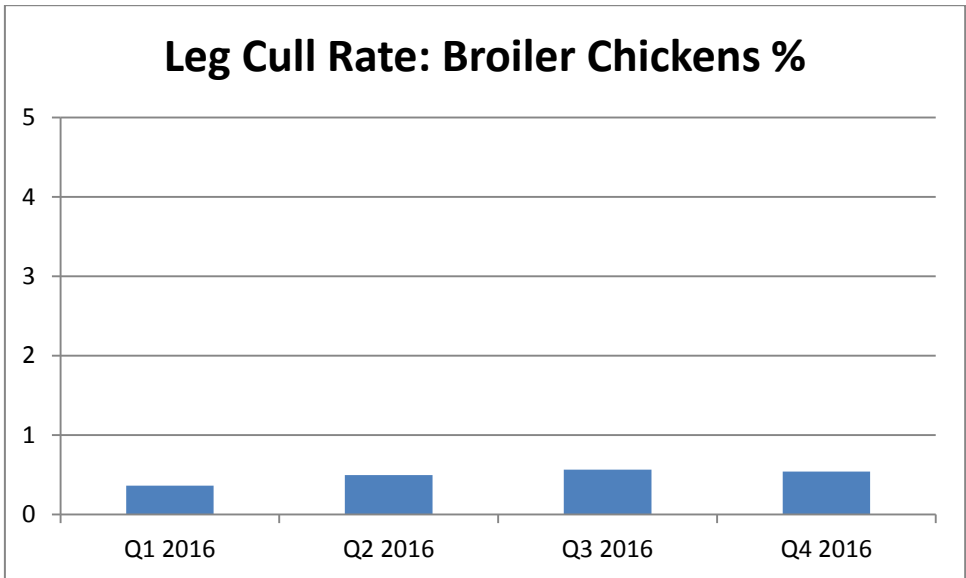
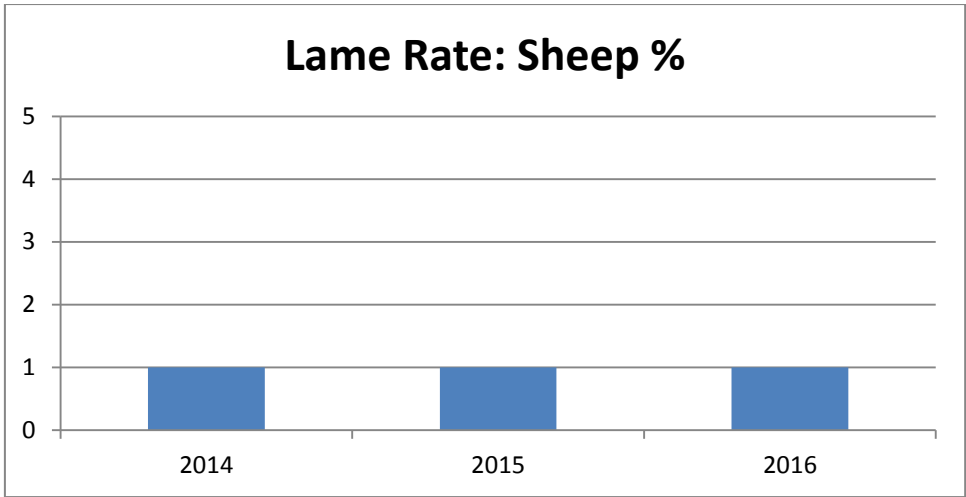
Table 2

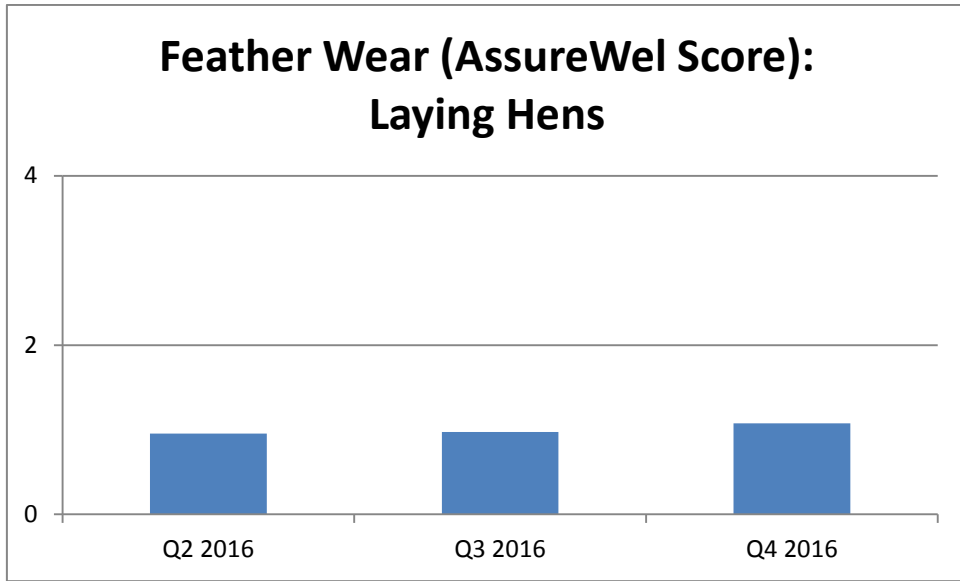
Product by definition and species	Product Description
Raw Meat	
Pork	Belly, shoulder, cured back bacon
Beef	Chuck/ flank/ trim/ brisket
Beef and beef fat.	Scotch pie mince
Mutton	Trim
Turkey	Turkey mince
Cooked Meat	
Chicken	Sliced, diced chicken breast
Pork	Cured ham
Turkey	Sliced turkey breast
Processed Meat Product	
Chicken	Chicken goujons, Pulled / shredded chicken.
Turkey	Pulled / shredded turkey.
Egg (Hen)	
Cooked	Free range hard-boiled egg
Egg product	Free range egg mayonnaise premix, mayonnaises and free range omelettes.
Processed	Whole liquid egg
Dairy (Cow)	
Pasteurised	Liquid milk and cream
Processed	Butter, cheese, yoghurt and quark
Wild caught Seafood	
Tuna	Pouched cooked Skipjack tuna
Prawns	Cooked & peeled prawns

Appendix Two: Welfare Outcome Measure Graphs

Welfare Outcomes are monitored in our supply chain to identify trends and areas for improvement. These are illustrated in the graphs below.







Dated: 10th March 2017