



Farm Animal Welfare Strategy – 2021

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.

The Greggs Pledge is our way of doing more to help people, to protect the planet, and to work with partners to change the world for the better. The Greggs Pledge includes ten commitments that focus on the challenges where we can make the biggest difference. These include protecting animal welfare: By 2025, we will secure and maintain Tier 1 in the BFAW Animal Welfare standard.

<https://corporate.greggs.co.uk/the-greggs-pledge/>

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 livestock and seafood species reared or caught for supply to us. In 2014 we started with primary sourced raw pork, raw beef, raw mutton, cooked chicken and whole/shell eggs. In 2016 milk, cream, liquid egg and wild caught Skipjack tuna were added. In 2017 we added turkey meat, chicken goujons, ham, raw bacon, mayonnaise, dairy products and prawns. In 2018 we added pepperoni, pulled pork and chicken. In 2019 we added the rest of the meat products that we purchase, the remaining materials will be included by 2023. 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.

Our FAW standards have been developed in consideration of the ‘Five Freedoms’ for livestock reared to provide our ingredients and products.

- 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 ingredients and products that we purchase and have listed the categories that will be included within our strategy (Table one) which will be reviewed annually.

Our 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 Table 2. In 2017 we added chicken goujons, ham and raw bacon ahead of schedule. In 2018 we added pepperoni, pulled pork, and pulled chicken ahead of schedule. In 2019 we added the remaining meat products. We aim to add new materials as required to maintain our status.

Table one

Aims	Livestock and seafood products and ingredients	Sources
2021-2023	We will add products and ingredients containing meat, egg, dairy or seafood as a component	All current origins.

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 (Compassion in World Farming) Good Egg Award

Greggs approach to Farm Animal Welfare (FAW)

Greggs have and will continue to complete reviews of recognised FAW standards, guides and legislation to support the development of supplier FAW questionnaires and FAW policies. 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 to have maintained our Tier two rating in the 2020 BBFAW report for a fifth consecutive year showing that FAW is integral to our business strategy.

To maintain this integral part of our business we are continuing to make progress, particularly in management commitment, policy, governance and performance monitoring in FAW.

We are proud to have held the Good Egg award from CiWF since 2014 for our free-range whole/shell eggs; in 2015 we successfully launched free range omelettes into our breakfast sandwiches to provide a meat alternative option.

In recognition of our commitment to source our liquid egg from eggs laid by cage free hens by 2022 we received a second Good Egg award from CiWF for egg ingredients in 2017. We are proud to have delivered on this commitment more than two years ahead of schedule. Since September 2019 all of our liquid egg purchased has been from eggs laid by free range hens.

We have demonstrated our commitment to improving the welfare of broiler chickens by signing up to the European Chicken Commitment (ECC) in 2020.



Chicken
Commitment PDF.pc

We attended the CiWF European Broiler forum with our main chicken supplier and producer in November 2019.

We have developed a list of six-key broiler Welfare Outcome Measures (WOMs) including those from the RSPCA slower growing breed assessment protocol used to approve slower growing breeds.

The chicken supplied by our main supplier have met the RSPCA assessment protocol targets for the last three years including:

- Stocking density less than 30Kg/M²
- Total mortality of less than 2.5%
- Leg cull rate of less than 1%
- Healthy hocks for over 95% of chickens
- Healthy footpads for over 90% of chickens

We will continue to work with our suppliers to improve WOM measures for the broiler chickens.

We are members of the ECC working group where companies work together to understand common challenges and explore solutions to enable successful implementation of the ECC.

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).

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

We continue to review our Key Performance Indicators (KPIs) to monitor FAW performance which includes:

- 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 close 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 30Kg/M² or less
- The proportion of dairy cows that are free from tail docking

Our supplier FAW questionnaires include WOMs to monitor the welfare of the livestock. We are working with key suppliers to provide regular WOM information. This includes suppliers of chicken, eggs, beef, mutton, milk & cream 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 routine 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 2020 we

- Completed a review of our pork supply to ensure that all pork meat purchases will be from farms where sows are not kept in sow stalls
- Visited a chicken producer in Thailand covering all stages of their fully integrated supply chain from feed mill to hatchery, rearing and finished product. We also discussed slower growing breed trials
- Attended the CiWF Round Table on Effective Electrical Stunning workshop in March 2020
- Reviewed our WOMs ensuring that we had at least two WOMs for each species. Additions include beef cattle use of back-up stuns and sheep Dead on Arrival (DOA). We also tightened the limits for some WOMs, for example we are reducing the target lame rate from 1.5% to 0.75% for sheep.

In 2019 we

- Removed the highest priority Critically Important Antibiotics in human health from the chicken meat that we purchase
- Worked with producers to purchase direct, including mature cheddar for slicing and grating and free-range eggs for liquid egg
- Moved our mutton supply to farm assured mutton with improved welfare reporting
- Completed a pig welfare workshop with a pork supplier
- Completed UK pig farm visits with a pork supplier
- Completed trace audits to confirm the Red Tractor assured status of our milk
- Visited laying farms with a RSPCA Freedom Foods assessor

In 2018 we

- Completed a multi-species trace audit at a key supplier to verify FAW origin and status, and ran trace audits within our supplier approval and monitoring activities.
- Explored alternative sources of beef and chicken with supplier partners; benchmarking against our FAW standards.
- Continued to work with suppliers to develop our reporting on WOMs.
- Confirmed compliance against most of the requirements of the 2026 Better Chicken Commitment with our broiler chicken suppliers. The requirements have been added to our supplier questionnaires to monitor progress.

In 2017 we

- Explored alternative EU sources of beef where we visited farms, an abattoir and a cutting plant with supplier partners; to benchmark against our FAW standards.
- Continued to develop WOMs with our suppliers; adding dairy cattle and further suppliers. Targets were developed and added in consultation with CiWF, suppliers following a review of targets established by organisations including 'AssureWel' AHDB and Red Tractor.

In 2016 we

- Held 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
- Visited free range laying farms
- Met with a chicken supplier to confirm our antibiotic requirements
- Visited UK pig, beef cattle and lamb abattoirs
- Visited UK pig, and beef cattle cutting plants
- Met 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.
- Visited a 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 (CHARS) whose role is to deliver our responsible sourcing business objective.

To raise awareness and the profile of FAW within our company it continues to be a topic at our management conferences to our retail, bakery and head office managers.

Our Supplier Technologists have completed Welfare Officer training at Bristol University with refresher training completed in 2018. FAW awareness sessions have been completed for our Central Services Technical Team 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 have continued having representation at the annual ISSF (International Seafood Sustainability Foundation) Tuna Sustainability forum.

We encourage healthy FOTG choices by offering vegetarian / vegan-friendly choices in 2019 this includes the vegan-friendly sausage roll, vegan-friendly soups and vegetarian sandwiches. In 2020 we launched the vegan-friendly steak bake and the vegan friendly sweet mince pie.

Engagement activities in 2020 included

- Signing up to the European Chicken Commitment (ECC) with CiWF

Engagement activities in 2019 included

- Engagement with NGOs on the European Chicken Commitment (ECC)
- We attended the CiWF European Broiler forum with our main chicken supplier and producer
- We developed a list of key broiler WOMs and will be planning breed trials with the producer
- We joined the Food Ethics Council one of our Supplier Technologists attended the meeting on fish welfare 'Some Animals Are More Equal Than Others'
- We Joined BRC Agriculture working group

Engagement activities in 2018 included

- Working with NGOs on our progress on the requirements of the Better Chicken Commitment and other initiatives to improve FAW and the availability of products with better welfare credentials.
- Working with Newcastle University Business School to provide a case study to support the completion of an academic paper about the institutionalisation of the BBFAW benchmark into business operations.
- We continue to be members of the BRC Antimicrobial Resistance Stewardship Working Group
- We continue to be members of the BRC Responsible Aquatic Sourcing Working Group

Building on work from 2017

- Meetings with Red Tractor Assurance.

- A visit to Newcastle University Cockle Park research farm in Northumberland including the pig safe facility
- Meeting Newcastle University Business School and contributing to a future BBFAW academic paper
- Joining the BRC Antimicrobial Resistance Stewardship working group
- Greggs had representation at the joint conference by RUMA and the VMD 'Facing up to the AMR challenge' (Antimicrobial Resistance)
- We continue to be members of the BRC Responsible Aquatic Sourcing Working Group
- We had representation at the Campden BRI seminar on Hepatitis E

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 Performance

Pork and Pork Products*

- 100% of the pork shoulder that we purchase is from farms where sows are not kept in sow stalls
- 100% of the pork shoulder that we purchase is from pigs which are provided with species specific environmental enrichment for the proper expression of pig rooting, pawing and chewing behaviours which includes straw and other manipulable materials such as wood
- Within our global supply chain:
 - 100% of pigs are pre-slaughter stunned
 - 100% of pigs are transported in 8 hours or less
 - Over 99.8% of pigs received an effective stun in 2020. Less than 0.2% were given a back-up or a repeat stun, we will continue to monitor this with our suppliers
 - 87% of pigs are provided with species specific environmental enrichment for pigs for the proper expression of rooting, pawing and chewing behaviours which includes straw and other manipulable materials such as wood
 - 48% of sows are free from sow stalls
 - 65% of the pigs are free from routine surgical interventions
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for all pigs
- Growth promoters are not used
- Routine 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 3-5 hours.
- Pigs are reared in conditions which are compliant with EU and source country FAW legislation
- We continue to work with our suppliers to reduce the use of sow stalls
- The male pigs reared to supply UK sourced pork shoulder are not castrated, we continue to work with our suppliers to avoid castration

- 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 Europe
 - The pigs reared to supply pork meat to us are from 3rd party farm assured sources
 - Monitoring for pigs includes lame rates
 - WOMs for pigs include the lame rate and the effective stun rate which are reported regularly by a key supplier. The lame rate has been stable and consistently below 1% throughout 2017-2020 against a maximum rate of 1.25%. Through close monitoring and the reporting of issues to the producers by the supplier. The effective stun rate has remained at 100% throughout 2017-2020 achieved through close monitoring.
- *See tables 1 & 2 for our progress and future plans

Beef and Beef Products

- Within our global supply chain:
 - 100% of cattle providing meat are pre-slaughter stunned
 - Over 99.5% of the cattle providing meat received an effective stun in 2020. Less than 0.5% were given a back-up or a repeat stun, we will continue to monitor this with our suppliers.
 - 100% of cattle providing meat are transported in 8 hours or less
 - 100% of cattle providing meat are free from close confinement
 - 100% of the cattle providing meat are free from tethering and tail docking
 - 78% of the cattle providing meat are reared outdoors on grass pasture unless prevented by adverse weather
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for all cattle providing meat
- Growth promoters are not used
- Routine prophylactic antibiotic treatment is not practiced
- No genetically modified or cloned cattle are permitted
- Cattle providing meat are not subjected to long live journeys (exceeding 8 hours); typical and average live journey times for UK and Irish sourced cattle are 1-4 hours.
- Cattle providing meat are reared in conditions which are compliant with EU and source country FAW legislation
- Our beef purchases are sourced from the UK and Europe
- All of the UK beef cattle are from 3rd party farm assured sources such as Red Tractor and Quality Meat Scotland (QMS)
- WOMs for cattle providing meat include the lame rate and the back-up stun rate which are reported regularly by a key supplier. There has been a reduction in the lame rate throughout 2016 to 2020 from 2.5% to less than 1%. This has been assisted by the reporting of any issues to farmers by the supplier. We have reduced the maximum lame rate from 2.5% to 2% for 2021. In 2020 we added the back-up stun rate which has been consistently below 1%.

Mutton and Mutton Products

- Within our global supply chain:
 - 100% of the sheep are pre-slaughter stunned
 - Over 99.9% of the sheep providing meat received an effective stun in 2020. Less than 0.1% were given a back-up or a repeat stun, we will continue to monitor this with our suppliers

- 100% of the sheep are transported in 8 hours or less
- 100% of sheep are reared outdoors on grass pasture unless prevented by adverse weather
- 100% of sheep are free from close confinement
- 100% of the sheep are free from routine surgical interventions
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for all sheep
- Growth promoters are not used
- Routine 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 3 hours.
- Sheep are reared in conditions which are compliant with EU and source country FAW legislation
- The mutton meat supplied to us is sourced from the UK
- All sheep providing mutton are reared by 3rd party farm assured farmers.
- Currently no mutton products are purchased
- WOMs for sheep include the lame rate and the Dead-on Arrival rate (DOA). Between 2014 and 2018 the lame rate was reported at 1% by our previous supplier. Throughout 2019 and 2020 the rate has remained below 1%. Improved monitoring and feedback to farmers by our supplier have enabled the maximum lame rate to be reduced from 1.5% to 0.75% for 2021. In 2020 we added DOA monitoring which has remained below 0.1% throughout 2020. We will continue to monitor to minimise this rate with the supplier.

Chicken and Chicken Products

- Within our global supply chain:
 - 100% of the broiler chickens are free from close confinement
 - 100% of the broiler chickens are pre-slaughter stunned
 - 100% of the broiler chickens received an effective stun in 2020. None were given a back-up or a repeat stun. We will continue to monitor this with our suppliers
 - 100% of the broiler chickens are free from routine surgical interventions
 - 100% of the broiler chickens are transported in 8 hours or less
 - 84% of broiler chickens were reared at a stocking density of 30Kg M² or below in 2020. We are continuing to work with our suppliers to increase this
 - 88% of the broiler chickens were provided with enrichment for broiler chickens including perches and pecking objects in 2020
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for all broiler chickens
- Broiler chickens are not subjected to surgical interventions
- Broiler chickens are not treated with any of the highest priority Critically Important Antibiotics in human health (CIAs)
- Growth promoters are not used
- Routine 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 3-6 hours
- Broiler chickens are reared in conditions which are compliant with EU and source country FAW legislation
- The requirements of EU regulations and UK legislation are exceeded for maximum stocking densities. The actual stocking densities for all broiler chickens are below 39Kg M². Stocking densities are reported routinely by our suppliers

- We are working with a producer to conduct trials with slower growing breeds
- No chlorinated chicken is purchased
- WOMs for chickens include the leg cull rate and stocking density. Between 2017 and 2020 the leg cull rate has been stable, remaining below 1%. Continued close monitoring of litter quality by the supplier have helped us to reduce the maximum leg rate again from 1.25% to 1.0% for 2021 (previously 1.5%). Stocking densities have been stable between 2017 and 2020 and remain below 30Kg/M²
- Further WOMs reporting from our main chicken supplier include:
 - Total mortality of less than 2.5% for the last three years
 - Healthy hocks for over 95% of chickens for the last three years
 - Healthy footpads for over 90% of chickens for the last three years

Turkey and Turkey Products

- There were no purchases in 2020, with none planned for 2021

Eggs, liquid egg and egg products

- 100% of whole / shell egg, liquid egg and egg product purchases are from free range laying hens
- 100% of the whole/ shell eggs, liquid egg and omelettes are from a UK RSPCA Assured and BEIC Lion Code assured source
- Within our global supply chain:
 - 100% of the laying hens are transported in 8 hours or less
 - 100% of the laying hens are pre-slaughter stunned.
 - 100% of the laying hens received an effective stun in 2020. None were given a back-up or a repeat stun. We will continue to monitor this with our suppliers
 - 91% of laying hens were reared without the use of any cages in 2020 and were free from close confinement. This compares with 75% in 2019
 - 91% of laying hens are provided with species specific enrichment for laying hens including perches and pecking objects
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for all laying hens
- Growth promoters are not used
- Routine prophylactic antibiotic treatment is not practiced
- No genetically modified or cloned laying hens are permitted
- Laying hens providing whole / shell egg, liquid egg and egg products are not subjected to long live journeys (exceeding 8 hours); typical and average live journey times for laying hens are 4-6 hours
- WOMs for laying hens include feather wear to monitor pecking and the proportion of hens that are free from beak trimming or treatment. These are reported regularly by a key supplier. Between 2017 and 2020 there was a reduction in the proportion of hens with 'Assurwel' '2' moderate or severe feather loss from 40% to 20%. We will reduce the maximum target for 'Assurwel' '2' feather loss from 50% to 30% in 2021. The proportions of hens free from beak trimming or treatment has increased from 2019 to 2020. Will continue to monitor with our supplier

Milk & cream and dairy products

- Within our global supply chain:
 - 100% of the dairy cattle are free from tethering
 - 100% of the dairy cattle are free from tail docking
 - 100% of the dairy cattle are transported in 8 hours or less, typical journey times are less than 4 hours
 - 91% of the dairy cattle are free from close confinement i.e., not permanently housed
 - 90% of the dairy cattle have access to grass pasture
- Growth promoters are not used
- Routine prophylactic antibiotic treatment is not practiced
- No genetically modified or cloned dairy cattle are permitted
- All dairy cattle providing milk and cream to us are reared under the 3rd party Red Tractor Farm Assurance Dairy Scheme
- All dairy cattle providing milk and cream are reared in the UK
- 100% of any former dairy cows in our global supply chain providing meat are pre-slaughter stunned and subjected live transport of no more than 8 hours
- Over 99.5% of the cattle providing meat including any cattle at the end of their milking life received an effective stun in 2020. Less than 0.5% were given a back-up or a repeat stun, we will continue to monitor this with our suppliers
- WOMs including the mastitis and mortality rates are monitored for dairy cattle. The somatic cell count (SCC) is reported by key suppliers as an indicator of herd mastitis. From 2016 to 2020 there has been a gradual reduction in the SCC count which has now been below 250,000 per ml for 5 years. Monitoring of SCC counts with the dairy farmers by the supplier has enabled a further reduction in the maximum SCC count from 300,000 to 250,000 for 2021. Monitoring of the mortality rate with a key supplier started in 2020 with a level of 2%, monitoring will continue

Wild caught seafood and seafood products

- 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 Skipjack tuna have been caught without the use of Illegal Unregulated and Unreported (IUU) fishing
- 100% of the Skipjack tuna have been caught without the use of destructive fishing methods such as the use of poisons or explosives
- At present we don't purchase any farmed seafood or seafood products

Greggs Farm Animal Welfare Policies

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

- This policy applies to the livestock reared to provide all current purchases of meat and meat products, egg and egg products, milk, cream and dairy products
- Livestock 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 should be protected from unnecessary fear and distress thorough provision of a suitable environment
- The pigs providing pork meat are not reared using sow stalls.
- 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
- We encourage and ask our suppliers to provide details on the provision of species-specific enrichment to enable species-specific behaviours

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

- This policy applies to the livestock reared to provide all current purchases of meat and meat products, egg and egg products, milk, cream and dairy products
- Livestock 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.

Greggs list the highest priority CIA antibiotics as the 3rd and 4th Generation Cephalosporins, Macrolides, Fluoroquinolones Glycopeptides and Colistin.

- This policy applies to the livestock reared to provide all current purchases of meat and meat products, egg and egg products, milk, cream and dairy products
- We do not allow the routine prophylactic use of antibiotics (where the entire herd or flock is treated in the absence of disease) in the rearing of livestock to supply Greggs
- We do not allow the use of antibiotics as growth promoters in the rearing of livestock 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

- The highest priority critically important antibiotics in human health (CIAs) are not used in the rearing of chickens providing chicken meat
- 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 the livestock reared to provide all current purchases of meat and meat products, egg and egg products, milk, cream and dairy products
- Livestock should be protected from avoidable pain, injury and disease through timely diagnosis and treatment
- Where 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
- We will continue to work with our suppliers to avoid routine surgical interventions.

5. Greggs 'Pre-Slaughter Stunning' Policy.

- This policy applies to all current purchases of meat and meat products including those from former dairy cattle and laying hens
- Livestock reared to supply us should be protected from experiencing unnecessary fear and distress during lairage and slaughter
- We require that all meat and meat products 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 are unconscious and insensible to pain at the time of death
- We work with our suppliers to monitor and maximise the proportion of livestock which receive an effective stun (not needing a back-up or repeat stun)
- 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 produced using religious slaughter such as Halal; however, we require that an effective stun has been delivered prior to slaughter
- All of our meat and meat product purchases are from sources verified by supplier questionnaires confirming that they are provided by livestock which have been pre-slaughter stunned.
- In 2020, 100% of the livestock providing our meat and meat product purchases were pre-slaughter stunned. Over 99.86 % received an effective stun. Less than 0.14% were given a back-up or a repeat stun, we will continue to work with our suppliers to minimise this rate

6. Greggs 'Live Transport' Policy.

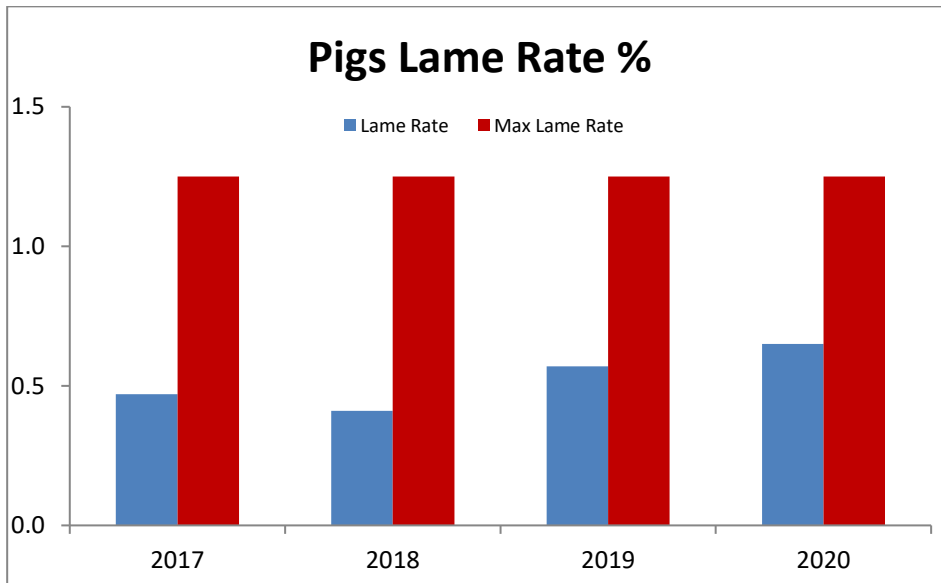
- This policy applies to the livestock reared to provide all current purchases of meat and meat products, egg and egg products, milk, cream and dairy products
- Livestock should be protected from unnecessary discomfort, fear and distress during transport
- Livestock must not be subjected to long live 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
- All of our meat and meat product purchases are from sources verified by supplier questionnaires confirming that they are provided by livestock which have not been subjected to long live journey times (exceeding 8 hours)
- Monitoring of suppliers includes quoting their maximum live journey times in 2020, 100% of all livestock were transported within specified maximum journey times detailed by the supplier

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

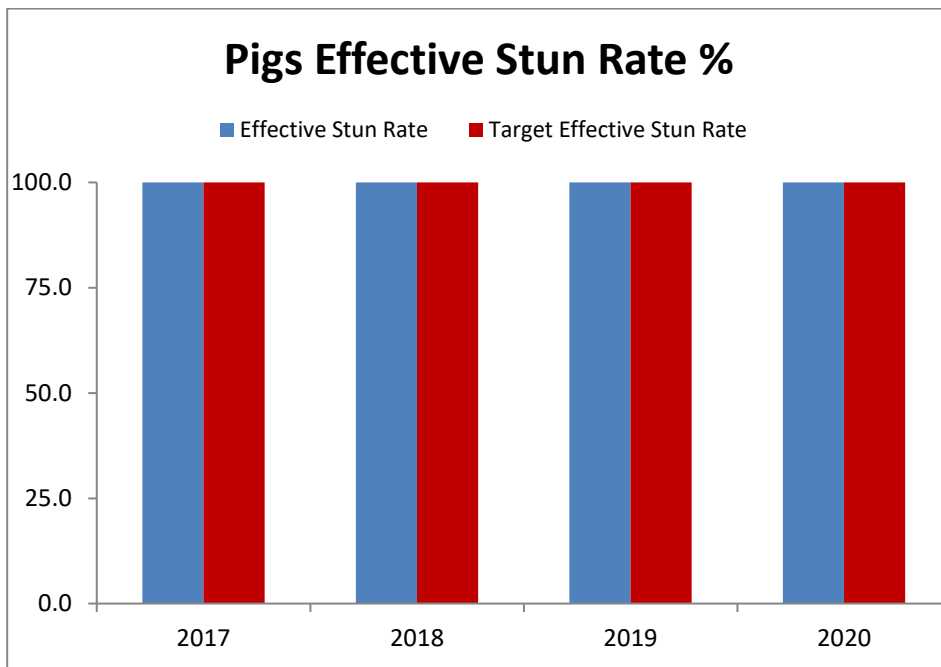
- This policy applies to the livestock reared to provide all current purchases of meat and meat products, egg and egg products, milk, cream and dairy products
- No livestock that have been genetically modified can be supplied to us
- No cloned livestock or their progeny can be supplied to us
- We monitor 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: Welfare Outcome Measure Graphs

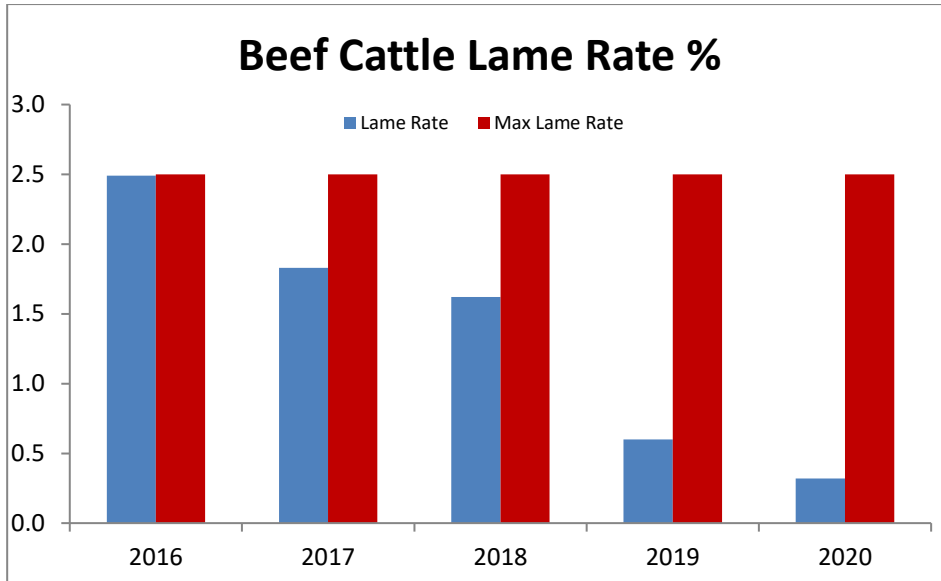
Welfare Outcomes are monitored in our supply chain to identify trends and areas for improvement. These are illustrated in the graphs below.



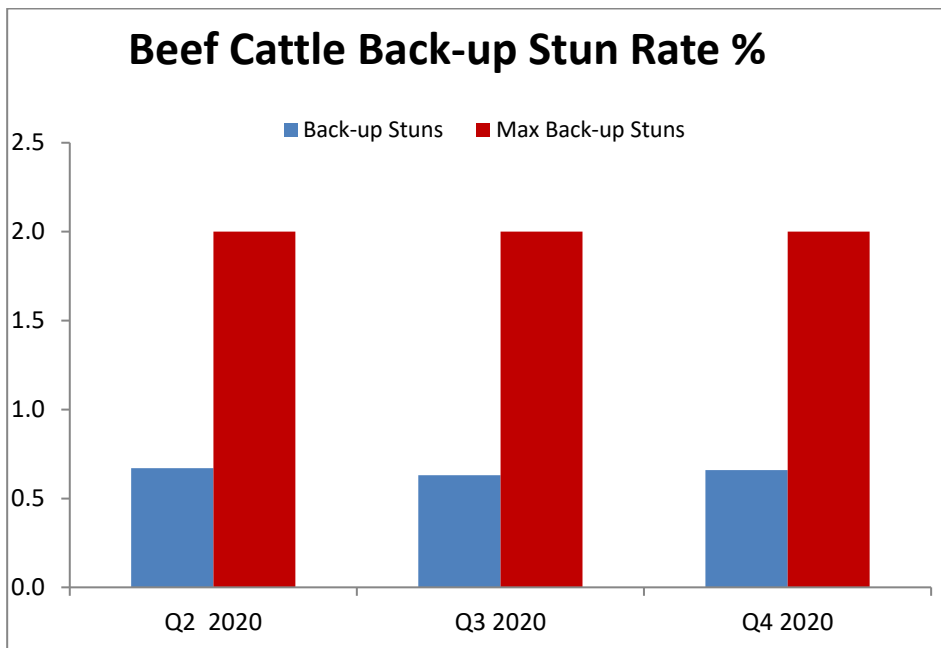
The lameness rate has been stable and consistently below 1% throughout 2017-2020 against a maximum rate of 1.25% through close monitoring and the reporting of issues to producers.



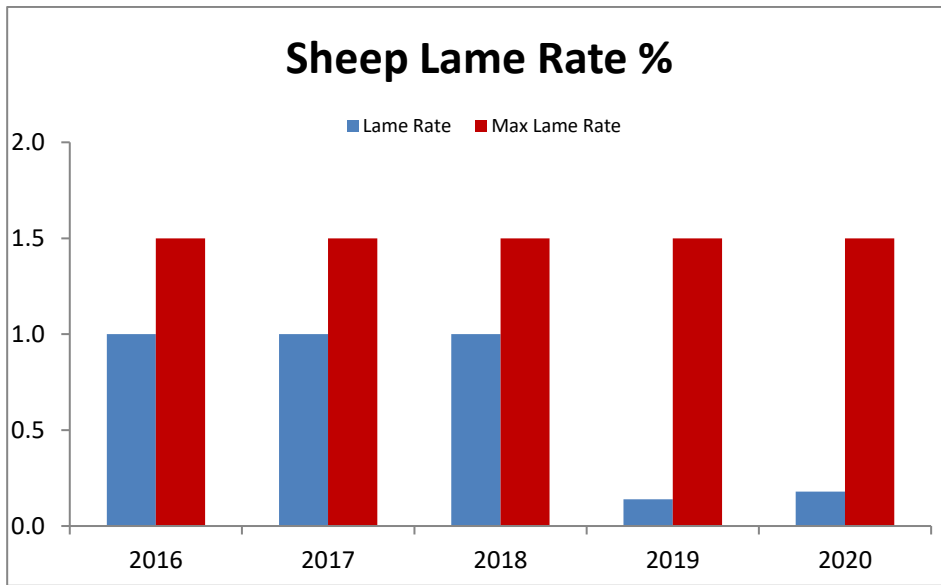
The effective stun rate has remained at 100% throughout 2017-2020 achieved through close monitoring supported by monthly reporting to customers.



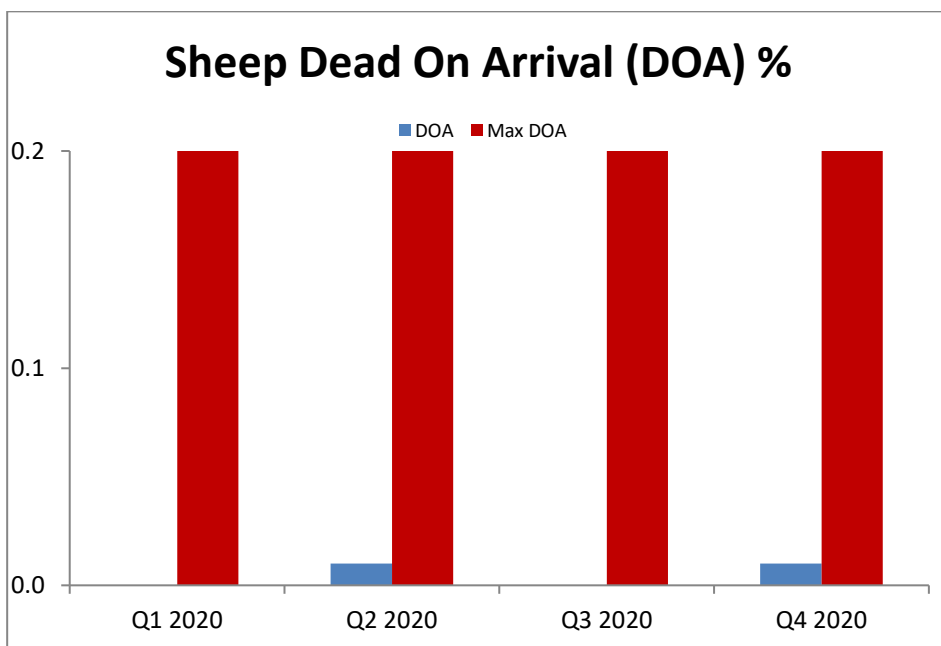
There has been a steady reduction in the lameness rate throughout the period 2016 to 2020 from 2.5% to less than 1%. This has been assisted by the reporting of any issues to their farmers by the supplier. We have reduced the maximum lameness rate from 2.5% to 2% for 2021.



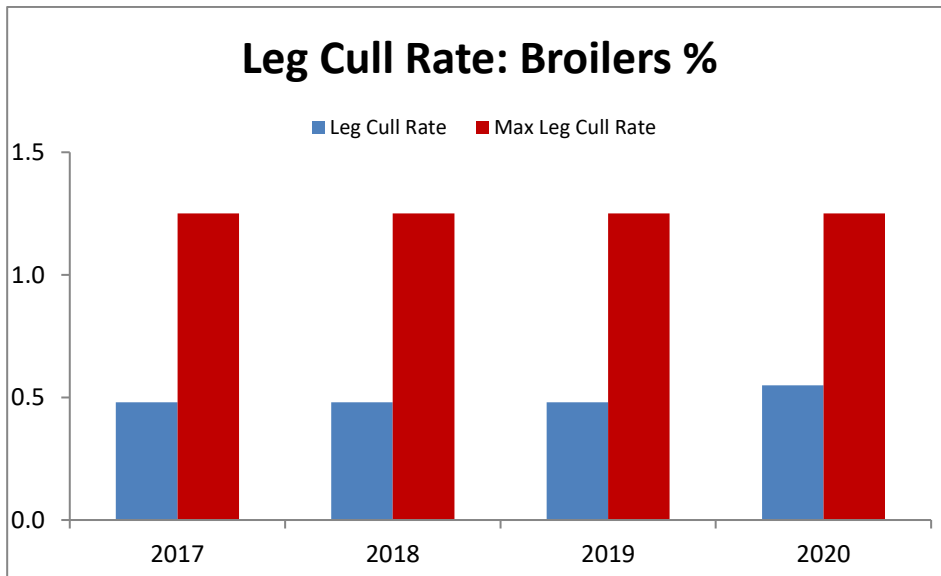
The back-up stun rate is consistently below 1%.



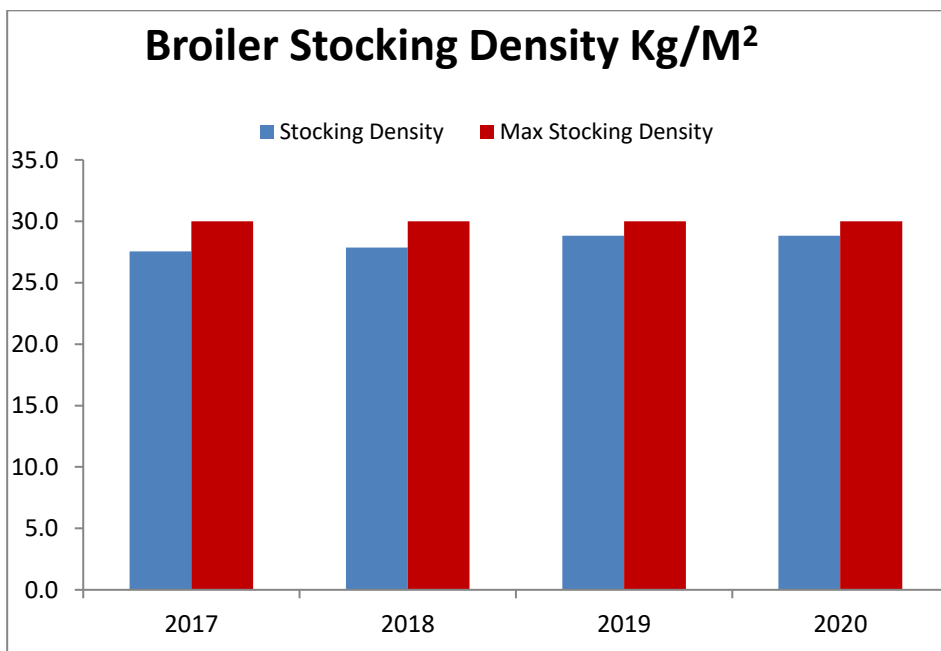
Between 2014 and 2018 the lameness rate was reported at 1% by our previous supplier. Throughout 2019 and 2020 the rate has remained below 1%. Improved monitoring and feedback to farmers by our supplier have enabled the maximum lameness rate to be reduced from 1.5% to 0.75% for 2021.



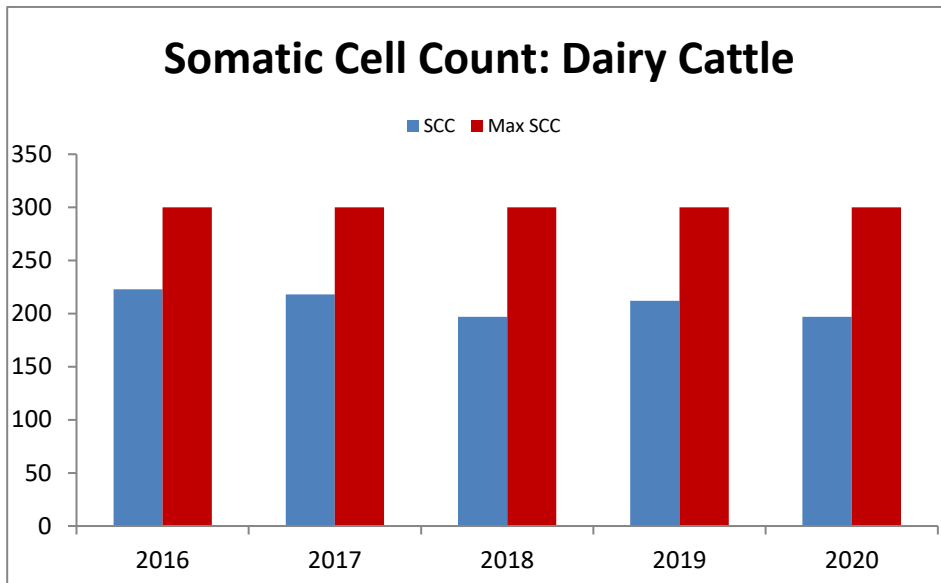
In 2020 we added DOA monitoring which has remained below 0.1% throughout 2020. We will continue to monitor to minimise this rate with the supplier.



Between 2017 and 2020 the leg cull rate has been stable remaining below 1%. Continued close monitoring of litter quality by the supplier have helped us to reduce the maximum leg rate again from 1.25% to 1.0% for 2021 (previously 1.5%).

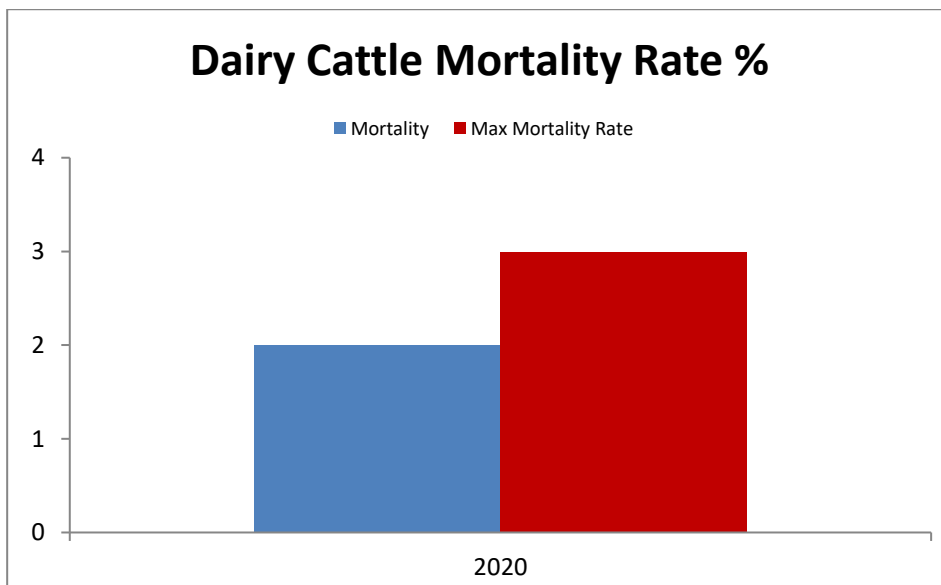


Stocking densities have been stable between 2017 and 2020 and remain below 30Kg/M².

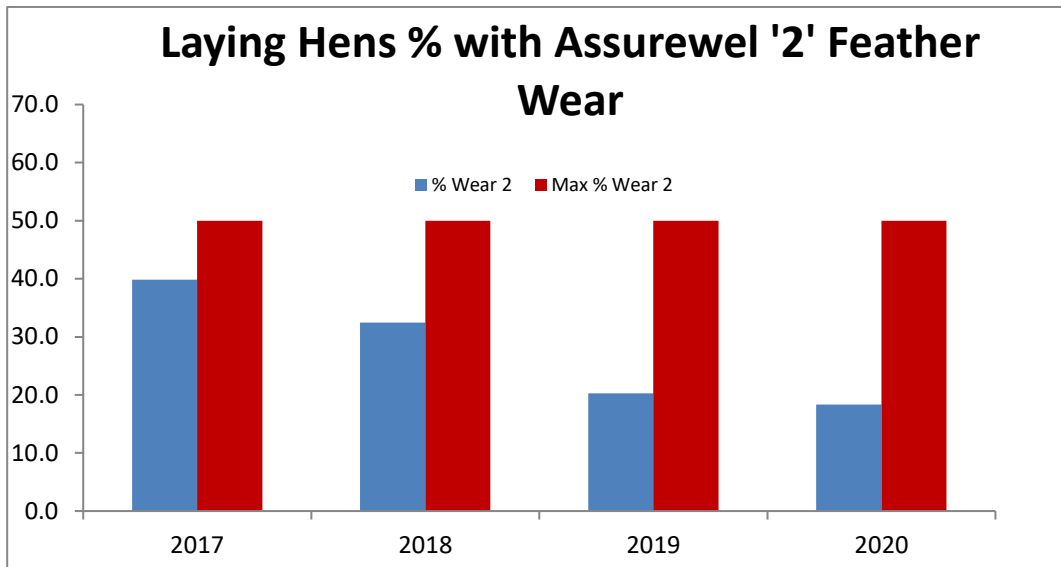


Somatic cell count (SCC) x1000 per ml of milk.

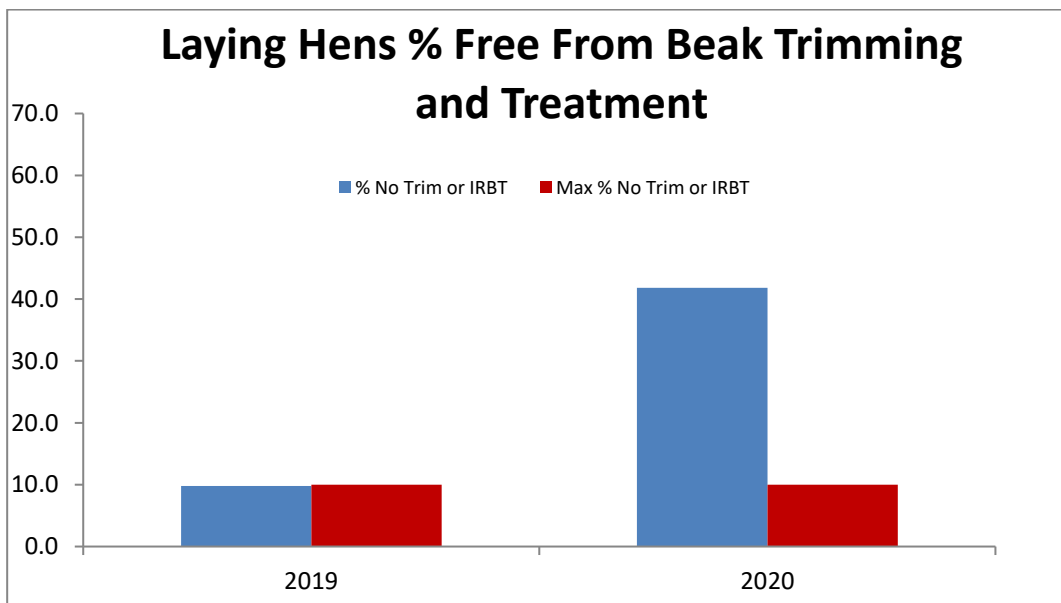
From 2016 to 2020 there has been a gradual reduction in the SCC count which has now been below 250,000 per ml for 5 years. Monitoring of SCC counts with the dairy farmers by the supplier has enabled a further reduction in the maximum SCC count from 300,000 to 250,000 for 2021.



Monitoring of the mortality rate with a key supplier started in 2020 with a level of 2%, monitoring will continue.



Between 2017 and 2020 there was a steady decline in the proportion of hens with 'Assurwel' '2' moderate or severe feather loss from 40% to 20%. This has been achieved through supplier focus and data reporting to customers. We will reduce the maximum target for 'Assurwel' '2' feather loss from 50% to 30% in 2021.



The proportions of hens free from beak trimming or treatment has increased from 2019 to 2020. We will continue to monitor with our supplier.

Appendix Two: 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

- Greggs maintained a Tier 2 rating in the 2017 BBFAW report.
- The scope of Greggs FAW strategy was extended to include prawns, mayonnaise, processed dairy products (butter, cheese, yoghurt and quark) and turkey meat
- Chicken goujons, ham and raw bacon were included ahead of schedule
- 2017 Good Egg Award in recognition of our commitment to source our liquid egg from eggs laid by cage free hens within five years

2018

- Greggs maintained a Tier 2 rating in the 2018 BBFAW report.
- The scope of Greggs FAW strategy was extended to include pepperoni, pulled pork and chicken
- WOM added for dairy cattle
- WOM targets were added
- Our Mexican Bean Wrap received the best vegan sandwich award at PETA's (People for the Ethical Treatment of Animals) 2018 vegan food awards

2019

- The scope of Greggs FAW strategy was extended to purchased meat products
- We maintained our Tier two rating in the 2019 BBFAW report for fourth consecutive year showing that FAW is integral to our business strategy.
- The completion of a multi-species trace audit at a key supplier to verify FAW origin and status.
- We launched our vegan-friendly sausage roll in January 2019.

2020

- We maintained our Tier two rating in the 2020 BBFAW report for a fifth consecutive year
- From 2020 all of our liquid egg purchased is from eggs laid by cage free hens
- Ceased the use of the highest priority Critically Important Antibiotics in human health (CIAs) for our chicken meat supply
- We launched our vegan-friendly Steak Bake in January 2020
- Reviewed our WOMs ensuring that we had at least two WOMs for each species

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

Table 2 Materials Included in Greggs FAW Strategy

All current purchases	Examples
Meats	
Beef	Beef chuck/ flank/ trim/ brisket and defatted flats
Chicken	Chicken breast
Mutton	Mutton trim
Pork	Pork shoulder
Turkey	No current purchases
Meat Products	
Beef	Mince pie and beef & vegetable pasty
Chicken	Chicken goujons and popcorn chicken
Mutton	No current purchases
Pork	Breakfast sausage, bacon, ham, pepperoni and pigs in blankets
Turkey	No current purchases
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)	
Milk & Cream	Semi-skimmed milk and whipping cream
Dairy products	Butter, cheese, yoghurt and quark
Wild caught Seafood	
Tuna	Skipjack tuna
Wild caught Seafood Products	
Tuna	Tuna salad

Appendix 3 FAW Standards and Legislation

FAW standards and schemes

- Assured Food Standards (AFS)
 - Red Tractor Assurance Farm Standards
 - Beef & Lamb Standards v 4.1
 - Dairy Standards v 4.2
 - Pigs Standards v 4.4
 - Chicken Standards: Broilers and Poussin v 4.2
 - Chicken Indoor Enhanced Welfare v1
 - Chicken Standards: Hatchery v4.1
 - Turkey Standards v 4.1 2017

- Red Tractor Assurance Supply Chain Standards
 - Meat Processing Scheme v 3.4
 - Livestock Transport Standards v3
 - Poultry Catching and Transport Standards v 4.1

- Bord Bia (Irish Food Board)
 - Sustainable Beef & Lamb Assurance Scheme Rev 01 (SBLAS)
 - Meat Processor Quality Assurance Scheme Processor Standard Rev 01 MPQAS)
 - Sustainable Dairy Assurance Scheme Producer Standard Rev 01 (SDAS)

- QMS (Quality Meat Scotland) Assurance Schemes
 - 2020 Cattle & Sheep Standards.
 - 2020 Pigs Standards
 - 2015 Processor Standards
 - 2020 Haulage Standards

- RSPCA Assured (previously Freedom Food)
 - RSPCA welfare standards for Beef Cattle 2020
 - RSPCA welfare standards for Laying Hens 2017
 - RSPCA welfare standards for Meat Chickens 2017
 - RSPCA welfare standards for Hatcheries 2017
 - RSPCA welfare standards for Sheep 2020
 - RSPCA welfare standards for Pigs 2016
 - RSPCA welfare standards for Dairy Cattle 2018
 - RSPCA Welfare Standards for Turkeys 2017

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

- QS (Qualität und Sicherheit GmbH)
 - Quality Scheme for Agriculture Cattle farming 2019

- Slaughtering / Deboning 2019
- Soil Association
 - Soil Association organic standards for farming & growing 2020
 - Soil Association organic standards abattoirs and slaughtering 2020
- GRMS (Global Red Meat Standards) for Pork & Beef v 6.1
- GLOBALG.A. P Integrated Farm Assurance Standard (IFA) v 5
 - Livestock Module: cattle & sheep, dairy, calf & young beef, pigs and poultry and turkey
- SEGES (Danish Pig Research Centre)
 - Danish Product Standard 2020
 - Contract for UK Production 2020
- 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) Code of recommendations for the welfare of livestock;
 - Sheep 2003, Beef and Dairy cattle 2003
 - Code of practice for the welfare of LAYING HENS AND PULLETS 2018
 - Code of practice for the welfare of MEAT CHICKENS AND MEAT BREEDING CHICKENS 2018
 - Code of practice for the welfare of PIGS 2020
- MSC (Marine Stewardship Council)

Key Legislation (under review by Defra following Brexit)

- 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 Directives 2001/88/EC, 2001/93/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 (Wales) Regulations 2007 No 3070
- The Welfare of Farmed Animals (Wales) Amendment Regulations 2010 No 2713
- The Welfare of Farmed Animals (Scotland) Regulations 2010 No 388
- The Welfare of Farmed Animals Regulations (Northern Ireland) 2012 No 156
- The Welfare of Animals (Transport) (England) Order 2006 No 3260
- The Welfare of Animals (Transport) (Wales) Order 2007 No 1047
- The Welfare of Animals (Transport) (Scotland) Regulations 2006 No 606
- The Welfare of Animals (Transport) (Amendment) Regulations (Northern Ireland) 2007 No 32
- The Welfare of Animals at the Time of Killing (England) Regulations 2015 No 1782
- The Welfare of Animals at the Time of Killing (Consequential Amendments) (Wales) Regulations 2014 No 2124
- The Welfare of Animals at the Time of Killing (Scotland) Amendment Regulations 2015 No 161
- The Welfare of Animals at the Time of Killing Regulations (Northern Ireland) 2014 No 107

Dated: 30th March 2021