



Farm Animal Welfare Strategy – 2020

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 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, and processed dairy products (butter, cheese, yoghurt and quark) and the prawns that we purchase. 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 2022. 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 as developed by the FAWC (Farm Animal Welfare Committee).

- 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.

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
2020-2022	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 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 to have maintained our Tier two rating in the 2019 BBFAW report for a fourth 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 be able to confirm that we 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 are committed to improving the welfare of broiler chickens using Welfare Outcome Measures (WOMs) and adopting the principles of the European Chicken Commitment (ECC).

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 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 two years including:

- Total mortality of less than 2.5%
- Leg cull rate of less than 1%
- Stocking density less than 30Kg/M²
- 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 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 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 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.

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*

- 100% of the pigs providing meat are pre-slaughter stunned
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun
- In 2019 over 99% of pigs received an effective stun. Less than 1% of pigs were given a back-up or a repeat stun, we will continue to monitor this with our suppliers
- 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 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 sows reared to supply UK sourced pork shoulder are not kept in sow stalls or conventional farrowing crates which prevent them from turning.
- We continue to work with our suppliers to reduce the use of sow stalls for the pigs reared outside of the UK
- The male pigs reared to supply UK sourced pork shoulder are not castrated, we continue to work with our suppliers of pigs reared outside of the UK to avoid castration
- The pigs reared to supply UK sourced pork shoulder are kept free from close confinement
- Environmental enrichment for the proper expression of pig rooting, pawing and chewing behaviours is provided to 100% of the pigs
- 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 to us are from 3rd party farm assured sources
- Monitoring for pigs includes lame rates and behaviours
- WOMs for pigs include the lame rate which is reported regularly by a key supplier. This shows that lame rate has remained below 1% against a maximum target of 1.25% for four years. The trend is stable and consistent

*See tables 1 & 2 for our progress and future plans

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
- In 2019 over 98% of the cattle providing meat received an effective stun. Less than 2% were given a back-up or a repeat stun, we will continue to monitor this with our suppliers.
- Growth promoters are not used
- Routine 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

- 100% of beef cattle supplied to us are reared in conditions where they are free from close confinement
- The beef meat supplied to us is sourced from the UK, Europe and South America
- All of the UK beef cattle are from 3rd party farm assured sources such as Red Tractor and Quality Meat Scotland (QMS). None tethered or tail docked
- WOMs for beef cattle include the lame rate which is reported regularly by a key supplier. The lame rate was below 2% in 2017 and 2018 (compared with 2-3% in 2016) against a maximum target of 2.5% of beef cattle
In 2019 this was further reduced to less than 1%, showing a continued decline since 2017.
- Over 90% of beef cattle are provided with environmental enrichment for cattle by being reared outdoors on grass pasture unless prevented by adverse weather

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
- In 2019 over 99% of the sheep providing meat received an effective stun. Less than 1% were given a back-up or a repeat stun, we will continue to monitor this with our suppliers
- 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. 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
- 100% of sheep are provided with environmental enrichment for sheep by being reared outdoors on grass pasture unless prevented by adverse weather
- 100% of the sheep supplied to us are reared in conditions where they are free from close confinement
- 100% of the sheep are not subjected to routine surgical interventions including mulesing
- The mutton meat supplied to us is sourced from Ireland
- WOMs for sheep include the lame rate, recorded as 1% since 2014 by our supplier against a maximum target of 2%. During 2019, the lame rate for sheep was less than 0.5% showing a reduction compared to the previous five years, we have reduced our target maximum rate to 1.5%

Chicken

- All chicken meat 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 close 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
- In 2019 100% of the broiler chickens providing meat received an effective stun. None were given a back-up or a repeat stun. We will continue to monitor this with our suppliers

- Broiler chickens are not subjected to surgical interventions ensuring that 100% of the broiler chickens are free from routine 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. 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 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 38Kg 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 against a maximum target of 1.25% (previously 1.5%). The trend for the leg cull rate is stable and is consistent.
WOM performance figures from our main chicken supplier include:
 - Total mortality of less than 2.5% for the last three years
 - Leg cull rate of less than 1% for the last three years
 - Stocking density less than 30Kg/ M² for 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 two years
- The overall proportion of broiler chickens providing chicken or chicken ingredients that are reared at a stocking density of 30Kg M² or below was 89% in 2019
- At least 75% of the broiler chickens are provided with enrichment for broiler chickens including perches and pecking objects.
- We are working with a producer to conduct trials with slower growing breeds.

Turkey

- 100% of the turkeys providing meat are pre-slaughter stunned
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun
- In 2019 100% of the turkeys providing meat received an effective stun. None were given a back-up or a repeat stun. We will continue to monitor this with our suppliers
- Growth promoters are not used
- Routine 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 3-6 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 has been below 0.3% for three years

against a maximum target of 0.5%. The trend for the PMI rejection rate is stable and is consistently below 0.3%.

- The UK supplied turkeys are from a 3rd party farm assured source such as (Red Tractor)
- 100% of the turkeys are provided with enrichment for turkeys including perches and pecking objects.

Free-range eggs, liquid egg and egg products

- Laying hens are reared in free range systems
- 100% of the laying hens are cage free
- Growth promoters are not used
- Routine prophylactic antibiotic treatment is not practiced
- No genetically modified or cloned laying hens are permitted
- 100% of the whole/ shell eggs and liquid egg are from a UK RSPCA Assured and BEIC Lion Code assured source
- All of the eggs in the omelettes, are from a 3rd party farm assured or BEIC Lion Code assured source
- 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 2.0 at the end of laying life for at least 50% of hens using the AssureWel criteria where 1 is 'slight feather loss' and 2.0 is 'moderate / severe feather loss'. The trend is stable and consistently below 50%
- 100% of the laying hens are provided with enrichment for laying hens including perches and pecking objects.
- In 2019 the overall proportion of laying hens providing eggs or egg ingredients that are cage free increased to 75% with the move to liquid egg from eggs laid by cage free hens during 2019.
- From 2020 our 100% of our liquid egg purchases will be from eggs laid by cage free hens.

Liquid milk & cream and dairy products

- 100% of the dairy cattle are reared in conditions where they are free from close confinement
- 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 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
- 100% of the dairy cattle are free from tail docking
- 100% of the dairy cattle are free from tethering
- WOMs including the mastitis rates are monitored for all dairy cattle. The somatic cell count is reported by key suppliers as an indicator of herd mastitis. Counts are typically below 250,000 per ml of milk against a maximum target of 300,000 (previously 350,000). The trend has been stable and consistent to date. Levels have been below 250,000 for the last three years

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 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

Meat products

- 100% of the beef cattle, broiler chickens, sheep and turkeys providing meat are reared in conditions where they are free from close confinement
- 100% of the beef cattle, broiler chickens, pigs, sheep and turkeys reared to provide meat are pre-slaughter stunned
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for the beef cattle, broiler chickens, pigs, sheep and turkeys reared to provide meat
- In 2019 over 98% of the livestock/ poultry providing meat received an effective stun. Less than 2% were given a back-up or a repeat stun, we will continue to monitor this with our suppliers
- Routine prophylactic antibiotic treatment is not practiced on the beef cattle, broiler chickens, pigs, sheep and turkeys reared to provide meat
- 100% of the beef cattle, broiler chickens, pigs, sheep and turkeys reared to provide meat are not genetically modified or cloned
- 100% of the beef cattle, broiler chickens, pigs, sheep and turkeys reared to provide meat are not subjected to long live journeys that exceed 8 hours.
- 86% of the livestock/ poultry are provided with species specific enrichment, for example beef cattle are given seasonal access to grass pasture

Greggs Farm Animal Welfare Policies

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

- This policy applies to all current purchases of primary source: raw and cooked pork, raw beef, raw mutton, turkey meat and cooked chicken. The laying hens providing our egg and egg products. The dairy cattle providing our liquid milk and cream and the milk for processed dairy products and the beef cattle, broiler chickens, pigs, sheep and turkeys providing meat for purchased meat products.
- 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
- We encourage and ask our suppliers to provide details on the provision of species-specific enrichment to enable species-specific behaviours. Such as seasonal pasture access for ruminants.

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

- This policy applies to all current purchases of primary source: raw and cooked pork, raw beef, raw mutton, turkey meat and cooked chicken. The laying hens providing our egg and egg products. The dairy cattle providing our liquid milk and cream and the milk for processed dairy products and the beef cattle, broiler chickens, pigs, sheep and turkeys providing meat for purchased meat products.
- 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.

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

- This policy applies to all current purchases of primary source: raw and cooked pork, raw beef, raw mutton, turkey meat and cooked chicken. The laying hens providing our egg and egg products. The dairy cattle providing our liquid milk and cream and the milk for processed dairy products and the beef cattle, broiler chickens, pigs, sheep and turkeys providing meat for purchased meat 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 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
- The highest priority critically important antibiotics in human health (CIAs) are not used in the rearing of chickens providing chicken meat, and free-range 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 and cooked pork, raw beef, raw mutton, turkey meat and cooked chicken. The laying hens providing our egg and egg products. The dairy cattle providing our liquid milk and cream and the milk for processed dairy products and the beef cattle, broiler chickens, pigs, sheep and turkeys providing meat for purchased meat products.
- Livestock/poultry 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. Livestock/poultry reared to supply us should be protected from experiencing unnecessary fear and distress during lairage and slaughter
- We require that all meat including meat products supplied to us is from livestock/ poultry 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 work with our suppliers to monitor and maximise the proportion of livestock/ poultry 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/ poultry produced using religious slaughter such as Halal; however, we require that an effective stun has been delivered prior to slaughter
- All of our meat purchases including meat products are from sources verified by supplier questionnaires confirming that they are provided by livestock which have been pre-slaughter stunned. Currently this is 100% of supply.
- In 2019 over 99% of the livestock/ poultry providing all of our meat purchases including meat products received an effective stun. Less than 1% were given a back-up or a repeat stun, we will continue to work with our suppliers to minimise this

6. Greggs 'Live Transport' Policy.

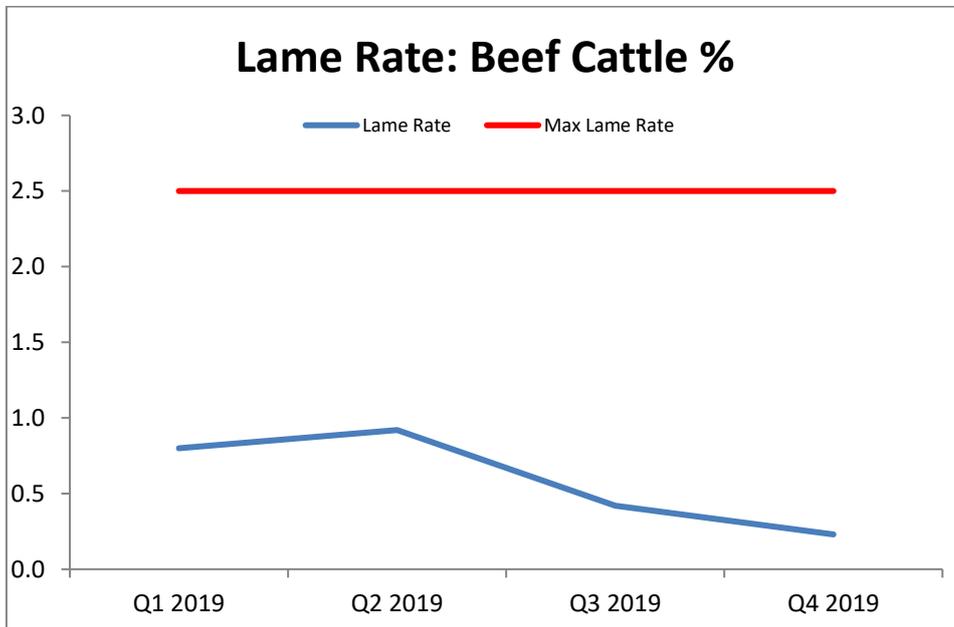
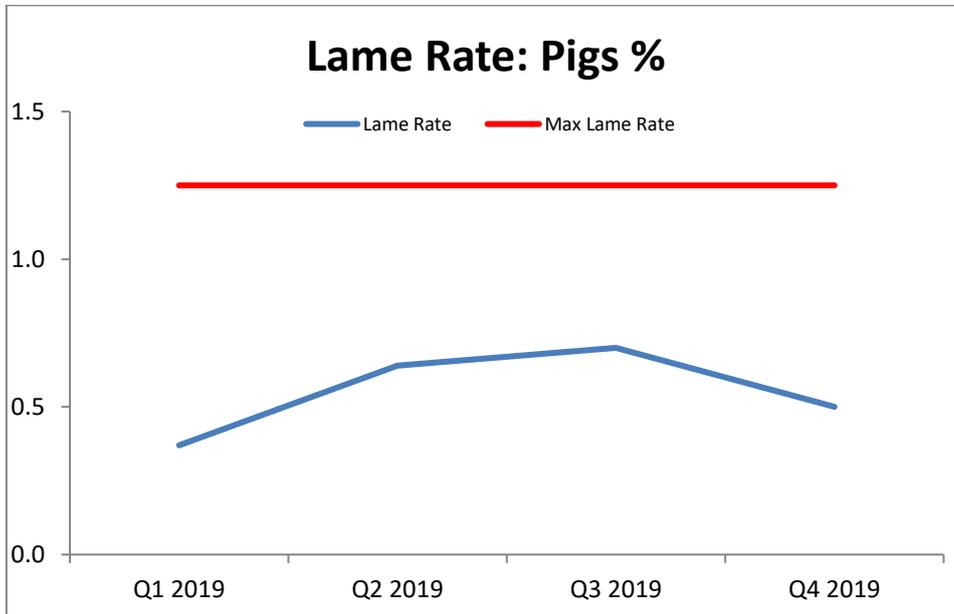
- This policy applies to all current purchases of meat and meat products
- Livestock/ poultry should be protected from unnecessary discomfort, fear and distress during transport
- Livestock/poultry must not be subjected to long live journey times (exceeding 8 hours) from the time of loading to unloading
- 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
- All of our meat, purchases including meat products are from sources verified by supplier questionnaires are provided by livestock which have not be subjected to long live journey times (exceeding 8 hours). Currently this is 100% of supply.
- Our monitoring of suppliers includes quoting their maximum live journey times in 2019, 100% of livestock/ poultry were transported within specified maximum journey times detailed by the supplier.

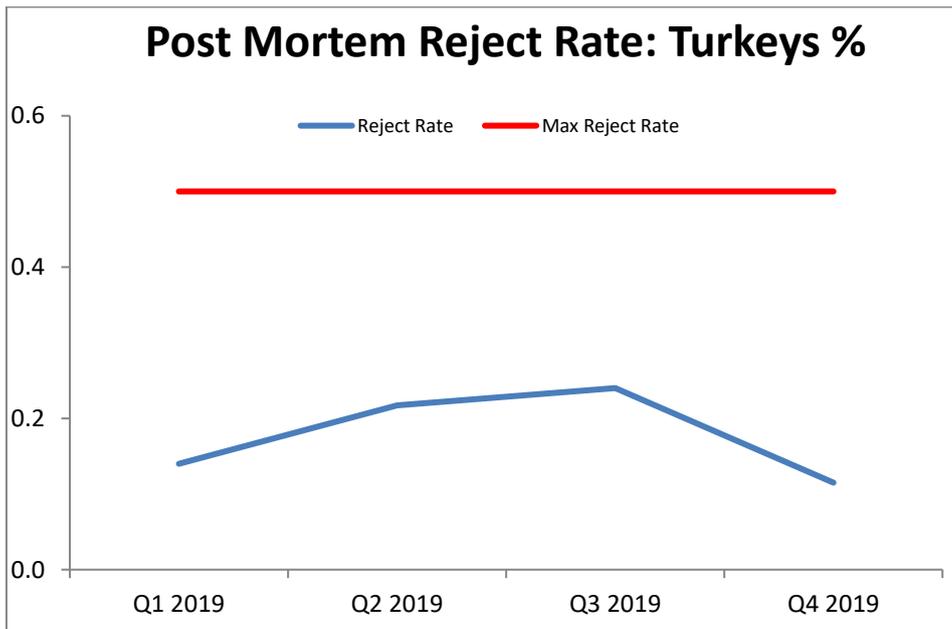
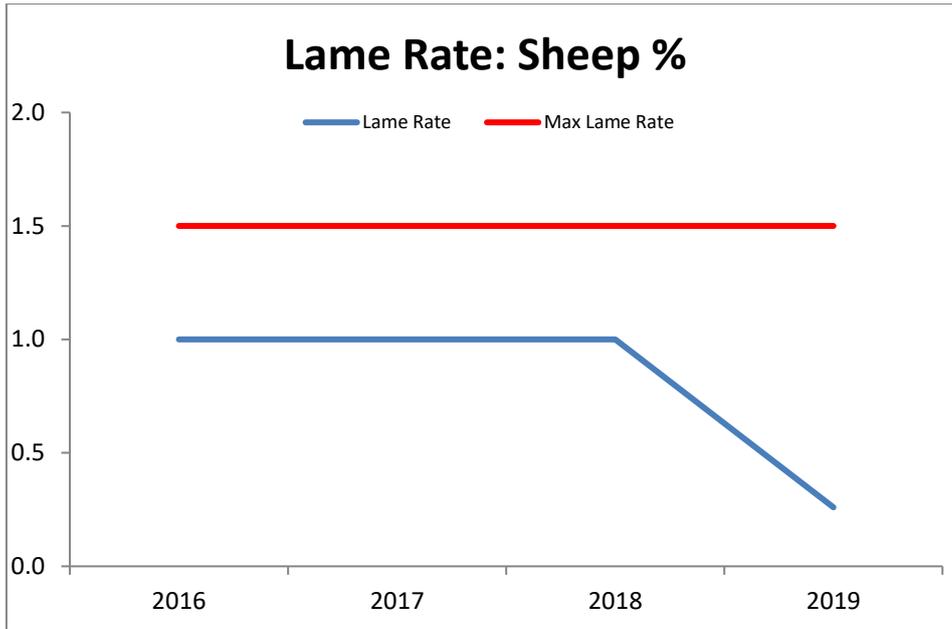
7. Greggs 'Genetically Modified and Cloned Livestock/Poultry' Policy.

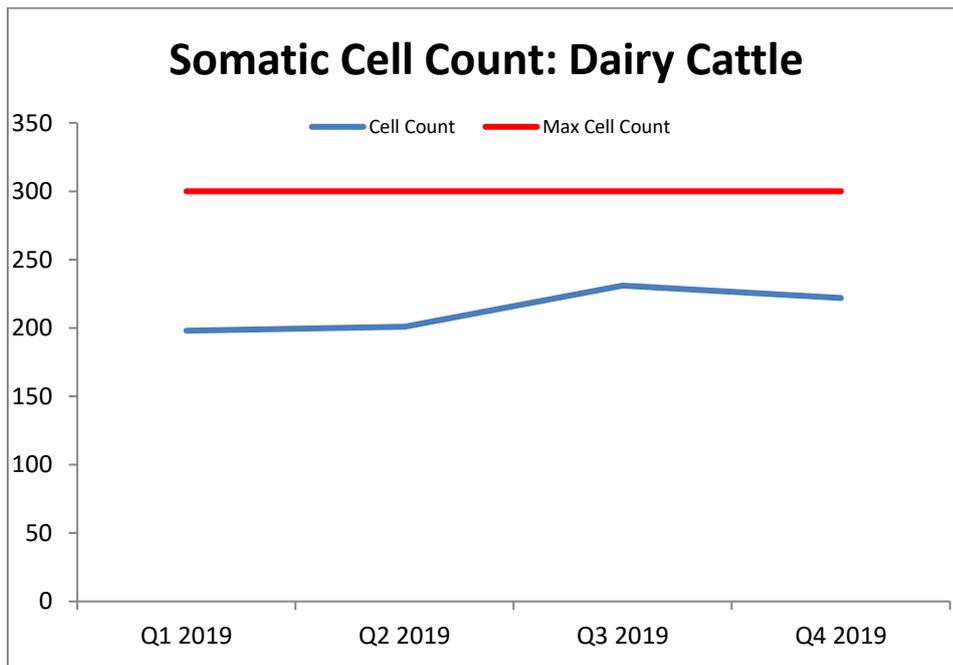
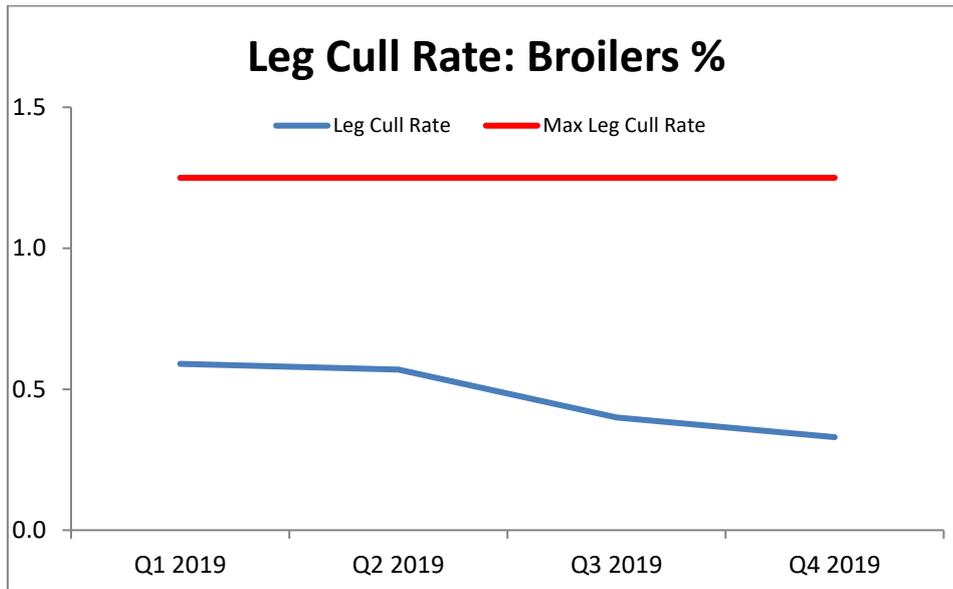
- This policy applies to all current purchases of primary source: raw and cooked pork, raw beef, raw mutton, turkey meat and cooked chicken. The laying hens providing our egg and egg products. The dairy cattle providing our liquid milk and cream and the milk for processed dairy products and the beef cattle, broiler chickens, pigs, sheep and turkeys providing meat for purchased meat products.
- 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: Welfare Outcome Measure Graphs

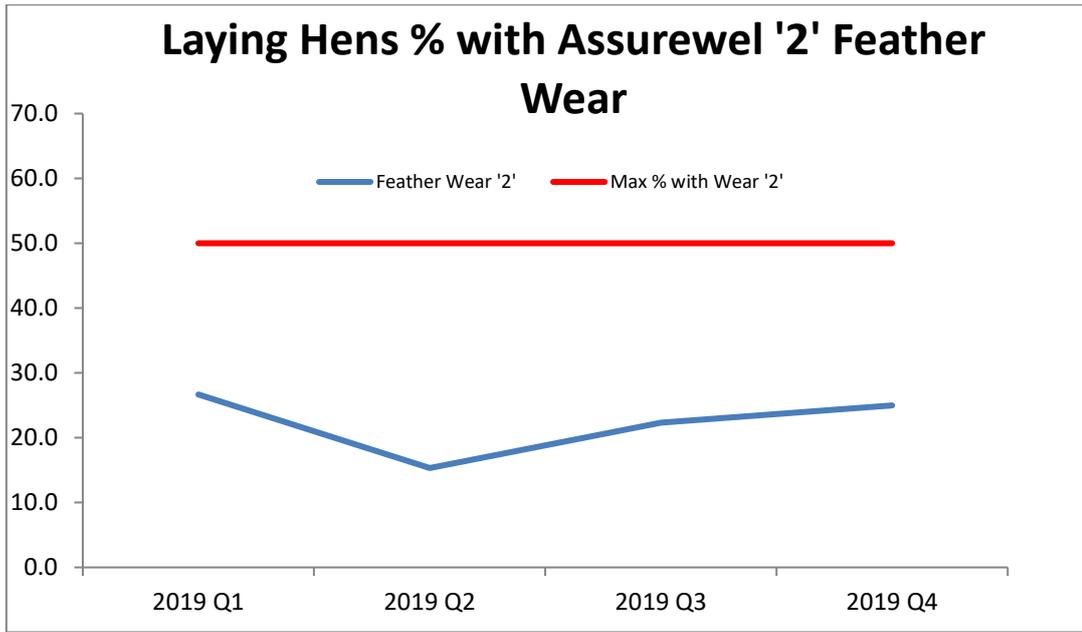
Welfare Outcomes are monitored in our supply chain to identify trends and areas for improvement. These are illustrated in the graphs below.







Somatic cell count x1000 per ml of milk.



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

- 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

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 and pulled chicken
Mutton	Mutton trim
Pork	Pork shoulder and pulled pork
Turkey	Sliced turkey breast and turkey mince
Meat Products	
Beef	Mince pie and beef & vegetable pasty
Chicken	Chicken goujons and popcorn chicken
Pork	Breakfast sausage, bacon, ham, pepperoni and pigs in blankets
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)	
Liquid milk & Cream	Semi-skimmed milk and whipping cream
Dairy products	Butter, cheese, yoghurt and quark
Wild caught Seafood	
Tuna	Pouched cooked Skipjack tuna

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 2017
 - Dairy Standards v 4.2 2017
 - Pigs Standards v 4.4 2017
 - Chicken Standards: Broilers and Poussin v 4.2 2017
 - Chicken Standards: Hatchery v4.1
 - Turkey Standards v 4.1 2017

- Red Tractor Assurance Supply Chain Standards
 - Meat Processing Scheme v 3.3 2017
 - Livestock Transport Standards v3.0 2016
 - Poultry Catching and Transport Standards v 4.1 2017

- Bord Bia (Irish Food Board)
 - Sustainable Beef & Lamb Assurance Scheme Rev 01 March 2017 (SBLAS)
 - Meat Processor Quality Assurance Scheme Processor Standard Rev 01 2013 (MPQAS)
 - Sustainable Egg Assurance Scheme Rev 04 August 2017 (SEAS)
 - Poultry Products Quality Assurance Scheme Producer Standard Rev 01 2008 (PPQAS)
 - Sustainable Dairy Assurance Scheme Producer Standard Rev 01 2013 (SDAS)
 - Pigment Quality Assurance Scheme Rev 04 2014 (PQAS)

- QMS (Quality Meat Scotland) Assurance Schemes
 - 2018 Cattle & Sheep Standards.
 - 2017 Pigs Standards
 - 2015 Processor Standards
 - 2014 Haulage Standards

- BMPA British Meat Processors Association Standards
 - Pig Welfare, Slaughter and Biosecurity Module Issue 7 2019

- 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 2013
 - 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 Rev 18.1 2019
 - Soil Association organic standards abattoirs and slaughtering Rev 18.1 2019
- GRMS (Global Red Meat Standards) for Pork & Beef v 6.0 2018
- GLOBALG.A. P Integrated Farm Assurance Standard (IFA) v 5. 2016
 - Livestock Module: cattle & sheep, dairy, calf & young beef, pigs, poultry and turkey.
- SEGES (Danish Pig Research Centre)
 - Danish Product Standard 2019.
 - 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) Code of recommendations for the welfare of livestock;
 - Pigs 2003, Meat chickens 2002, laying hens 2002, sheep 2000, And Beef cattle 2003.
- MSC (Marine 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 (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 Farmed Animals (Wales) Regulations 2007 No 3070
- 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: 10th March 2020