

# Sourcing with Integrity

## Animal Welfare Policy

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Own Brand, Technical, Compliance & Sustainability  
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# 1. Introduction

At Ocado Retail (ORL), we aim to reduce our impact on the environment by promoting a food system that protects human livelihoods and works in harmony with nature.

It's important that all the products ORL offers to our customers meets a high level of ethical standards and drives progress towards the company's sustainability targets while delivering high quality. The ORL Animal Welfare policy is fully integrated within the Sourcing with Integrity pillar of ORL's Planet Together strategy.

ORL recognises that farmed animals are sentient beings and this policy outlines the standards that ORL suppliers must meet in farmed animal welfare. The ORL Animal Welfare Policy adopts the **Five Domains Model**, a robust welfare assessment framework established in 1994 and updated in 2020. This model goes beyond merely minimising negative experiences, emphasising the proactive provision of opportunities for animals to engage in activities that yield positive experiences and enhance overall welfare.

The management of farm animals should respect their needs, provide positive experiences and result in a positive mental state. The Five Domains are as follows:

- 1. Nutrition** - animals should have access to sufficient and good quality water and eat an appropriate quantity and good quality of foods
- 2. Physical environment** - animals should be in an environment that enables comfort through appropriate temperature, substrate, space, air, odour, noise and predictability
- 3. Health** - good health of the animals should be promoted through a good fitness level and the absence of disease and injuries
- 4. Behavioural interactions** - provide animals with opportunities for interactions with the environment, including varied and novel challenges, availability of engaging choices and interactions with other animals and humans.
- 5. Mental state** - the conditions presented in domains 1-4 will affect positively or negatively the affective state of the animals. For every physical / functional domain that is affected, there may be an accompanying emotion or subjective experience that may also affect the welfare.

## 2. Scope

The scope of this policy applies to all land-based animal products and ingredients and their suppliers that supply the Ocado Own Brand range. This policy does not apply to any animal-based ingredients that are used as additives or preservatives (for example, gelatine, L-Cysteine, Glycerin, Stearic Acid). It applies to all animals within the supply chain (i.e. inclusion of breeding animals) and all stages of production (i.e. on farm, in transit and at slaughter). It also covers animal testing used in non-food products. ORL and its suppliers do not support, commission or conduct animal testing on any of the products or ingredients. Species-specific information is available in the appendix which provides further detail on ORL's commitments to animal welfare across the supply chain and the data that is collected and reported.

For information on the welfare of farmed-seafood, this is contained within the Seafood Sourcing policy.

## 3. Roles & Responsibilities

The Sustainability Manager (Nature & Animal Welfare) is responsible for the day-to-day management of ORL's farmed animal welfare policy and performance. The ESG Committee, which is chaired by an ORL Board Member, has management oversight for farmed animal welfare within the Own Brand supply chain.

## 4. Governance & Management

### 4.1 Auditing

ORL relies on the relevant supplier country farm assurance organisation to complete audits and inspections against the required standard; however if the company is made aware of any animal welfare issues or the welfare outcome measure performance is declining, the non-conformance / escalation process will be followed (see below 4.3). Regular visits to farms, abattoirs and processing plants are completed by members of the commercial team

as part of supplier relationships however these should not be classed as an animal welfare audit.

ORL requires all of its Own Brand suppliers to be able to provide full traceability of the animal-based products that it supplies back to farm level.

#### **4.2 Targets, KPIs & Monitoring**

Species-specific targets will be set according to ORL's current performance against the Business Benchmark for Farmed Animal Welfare (BBFAW) methodology plus on-farm specific data for disease, injury and mortality which should be provided by the suppliers. It will also incorporate the transition plans to meet the 2030 Planet Together targets. Progress against targets will be measured and reported to the ESG Committee plus included in the Annual Sustainability Report. Adherence to the farm animal welfare standards in species-specific legislation is a minimum requirement of supplier contracts with a clear escalation process followed in the event of non-conformance. Any declines in the performance seen in animal welfare should be subject to an investigation by the supplier and identified actions and progress shared with ORL. If a continued decline is seen, this will be treated as a non-conformance and the escalation process will be followed as below.

#### **4.3 Non-Conformances / Escalation Process**

All suppliers are expected to alert ORL to any animal welfare issues as soon as possible and always before anything is reported by the media. Once notified, the ORL Own Brand & Sustainability team & relevant Buying team members will arrange a meeting with the appropriate stakeholders; depending on the outcome of the discussion, ORL may make the decision to pause or cease sourcing from the impacted site / farm.

If issues continue, ORL reserve the right to take the following actions:

- Escalation within the ORL Buying Team
- Announced or unannounced site visit by ORL Sustainability Team member, Compliance or Product Technical Manager and / or relevant Buying team member or a designated 3rd party auditor.
- Pause or cease sourcing from the impacted site / farm / supplier

#### 4.4 Training & Knowledge Transfer

All Own Brand suppliers will be expected to refer to the Good Life Opportunities frameworks developed by the Soil Association as part of the ORL Farm to Fork partnership. These handbooks draw on advice from experts and scientific studies to show what farm animals need to feel comfort, pleasure, interest, confidence, and good health and therefore live a good life. The frameworks for all species are expected to be published by Summer 2026.

## 5. Commitments

All parts of the supply chain should be certified to a recognised and accredited Farm Assurance Scheme. This should be in line with the British Red Tractor scheme or country equivalent as a minimum.

- All shell eggs sold in the Ocado Own Brand range are free-range and certified to British Red Lion and either RSPCA Assured or Organic certification standards. We are committed to completing the phasing out of ingredient eggs from caged hens by the end of 2026 across our Own Brand range. ORL does not currently sell any liquid or powdered egg as individual products under the Ocado Own Brand label.
- ORL have a commitment to avoiding close confinement systems such as non-flexible farrowing crates by 2030 or sooner. For species-specific commitments, please see the appendices.
- In 2025, ORL worked with its supply chain to decrease the stocking density of birds reared for primary chicken to 30kg/m<sup>2</sup>. This gives the birds 20% more space to roam and exhibit natural behaviours. ORL is committed to move all Own Brand range poultry products to this stocking density by 2030.
- ORL is working with its suppliers towards ending routine mutilations in all species including beak trimming (laying hens), tail docking and teeth clipping (pigs) and disbudding and dehorning (beef & dairy cattle) by 2030. Where this is unavoidable, these practices can only be conducted on veterinary advice and all other management alternatives have been explored. Any incidences of where these practices have taken place should be recorded.

- ORL suppliers should commit to ensuring all species are provided with species-specific enrichment. For more details, see the relevant species-specific appendix.
- Pre-slaughter stunning using humane, effective and approved methods is required for 100% of the animals in the ORL Own Brand supply chain.

## 6. Assurance Schemes

Farm assurance standards go beyond the basic welfare measures that are required by legislation and provides assurance and traceability that animal welfare is at the required level across the supply chain. All meat, fresh dairy products and shell eggs supplied as part of the Ocado Own Range must be Red Tractor (or Bord Bia (Ireland equivalent)) certified as a minimum. For any products containing ingredients which are sourced from non-UK based suppliers, the country equivalent of Red Tractor certification standard must be adhered to as a minimum. All organic labelled products have been certified by the Soil Association (or other acceptable equivalent standards) and Bord Bia Quality Assurance (Ireland).

## 7. Antibiotic Use

- All suppliers must adhere to the Responsible Use of Medicines in Agriculture Alliance (RUMA) guidance for antibiotic use. This means that antibiotics should never be used as a preventative measure (prophylactic) or as growth promoters. Routine metaphylaxis (group treatment) should be avoided wherever possible however, it is recognised that this may be unavoidable in some species.
- Antibiotics should only be administered where the welfare of the animals dictates it and under veterinary advice.
- Highest priority “critically important” antibiotics for human health (fluoroquinolones, 3rd and 4th generation cephalosporin’s) are used only as a last resort, where no other viable treatment is available to prevent animal health & welfare issues.
- Colistin must not be used in the ORL Own Brand animal product supply chains.

## 7. Company Targets

ORL is aiming to align with Tier4 of BBFAW Requirements by 2027 and to source 100% of Ocado Own Brand meat, dairy and eggs (including as ingredients) to 'Better' as outlined in the Sourcing Better Framework, by 2030.

## APPENDIX 1 - BEEF CATTLE REQUIREMENTS

### 1. Country of Origin

All Ocado Own Brand (OOB) beef cattle are British or Irish.

### 2. Close Confinement

100% OOB beef cattle are group housed

100% OOB beef cattle are free from tethering.

100% OOB beef cattle are free from confinement in feedlot and/or Concentrated Animal Feeding Operation<sup>1</sup> (CAFO) systems.

### 3. Environmental enrichment

The majority of OOB beef cattle are kept outdoors for as much of the year as possible, where they have access to natural enrichment including trees. Where indoor-only systems are in use, the use of cattle brushes and social interaction is highly encouraged.

### 4. Physical/surgical interventions

**Disbudding** must be carried out by thermal cauterisation. The person carrying out the procedure must be adequately trained. The procedure must be carried out as soon as possible after birth and before the animal reaches 4 weeks of age. When carried out on animals over 14 days of age, a local anaesthetic must be administered.

Routine **dehorning** is prohibited. In those exceptional circumstances where the welfare of the animal dictates it, the procedure must be carried out by a veterinary practitioner and the incidence should be recorded. Handling facilities should provide adequate restraint to minimise stress to the animal. Appropriate pain-relief must be administered before

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<sup>1</sup> systems in which beef cattle are kept at high stocking densities, indoors on fully slatted or solid floors, or outdoors, and there is no opportunity for grazing, instead, feed is brought to the animals

dehorning and dehorned animals should be checked regularly post dehorning to ensure that bleeding has ceased or has not started since dehorning.

**Tail docking** is prohibited and does not take place in the OOB supply chains.

## 5. Long Distance Transport

All OOB beef cattle are transported to slaughter for no longer than 8 hours.

## 6. Slaughter

All OOB beef cattle are pre-slaughter stunned in such a manner that ensures the animals are rendered unconscious and insensitive to pain until death occurs.

## 7. Other practices

- Suckler calves from the beef herd are reared alongside their mothers until weaning age.
- Calves from the dairy herd are group-reared after birth. Calves can only be housed in individual pens if a veterinary practitioner certifies that this is necessary for health / behaviour reasons.
- Calves under 8 weeks of age may only be housed in individual pens if they have visual and direct tactile contact with other calves.

## 8. Welfare Outcome Measures

The following welfare outcome measures are provided by OOB suppliers and monitored and reported internally and externally in the Annual Sustainability Report:

- 1) The proportion of beef cattle (for fresh/ frozen beef products and ingredients) in the company's global supply chain that is group housed as calves through rearing
- 2) The proportion of beef cattle (for fresh/ frozen beef products and ingredients) in the company's global supply chain that is free from confinement in CAFOs or feedlots
- 3) The proportion of beef cattle (for fresh/ frozen beef products and ingredients) in the company's global supply chain that is free from disbudding / dehorning

- 4) The proportion of beef cattle (for fresh/ frozen beef products and ingredients) in the company's global supply chain that are transported on journeys that are 8 hours or less
- 5) The proportion of beef cattle (for fresh/ frozen beef products and ingredients) in the company's global supply chain that is pre-slaughter stunned
- 6) The proportion of beef cattle (for fresh/ frozen beef products and ingredients) in the company's global supply chain that has access to pasture all year round

On-farm metrics that measure physical health & condition (e.g. body condition score, lameness) will also be collated and any issues as well as actions taken should be reported to the Sustainability Manager - Nature & Animal Welfare and the Product Technical Manager.

## **APPENDIX 2 - DAIRY CATTLE REQUIREMENTS**

### **1. Country of Origin**

All dairy cattle providing milk used for OOB liquid milk, butter, yoghurt and standard Cheddar are British.

All dairy cattle providing milk used for OOB Parmigiano Reggiano, Grana, Mozzarella, Mascarpone and Ricotta are Italian.

All cow, sheep and goats providing milk used for OOB Feta are Greek and for Halloumi are Cypriot.

All dairy cattle providing milk (or a derivative) that is used as an ingredient in an OOB product will be from the UK where possible. Where this isn't possible, this will be assessed on a case-by-case basis.

## 2. Third Party Certification

All OOB British dairy cattle providing milk utilised for OOB liquid milk, butter, yoghurt and standard Cheddar are Red Tractor certified.

All dairy cattle farms providing milk for OOB soft cheese with Italian origin (mozzarella, mascarpone, ricotta) are aligned with EU welfare regulations. All dairy cattle farms providing milk for OOB hard cheese with Italian origin (Parmigiano Reggiano, Pecorino Romano, Grana Padano) have standards set and governed by the various DOP (Protected Designation of Origin) consortiums.

All dairy cattle providing milk and derivatives used for ingredients in OOB products will be Red Tractor certified or assured to the country equivalent.

## 3. Close Confinement

100% OOB dairy cattle are free from tethering.

No calves are housed in veal crates. Calves must have sight and touch of at least one other calf, unless isolated for disease control.

## 4. Environmental Enrichment

Dairy cattle in the ORL supply chain should be provided with enrichment such as cattle brushes.

## 5. Physical/surgical interventions

All OOB dairy cattle are free from routine tail docking.

**Disbudding** must be carried out by thermal cauterisation. The person carrying out the procedure must be adequately trained. The procedure must be carried out as soon as possible after birth and before the animal reaches 4 weeks of age. When carried out on animals over 14 days of age, a local anaesthetic must be administered.

Routine **dehorning** is prohibited. In those exceptional circumstances where the welfare of the animal dictates it, the procedure must be carried out by a veterinary practitioner and the

incidence should be recorded. Handling facilities should provide adequate restraint to minimise stress to the animal. Appropriate pain-relief must be administered before dehorning and dehorned animals should be checked regularly post dehorning to ensure that bleeding has ceased or has not started since dehorning.

## 6. Long Distance Transport

All OOB dairy cattle should be transported to slaughter for no longer than 8 hours.

## 7. Slaughter

All OOB dairy cattle are pre-slaughter stunned in such a manner that ensures the animals are rendered unconscious and insensitive to pain until death occurs.

## 8. Other practices

Calves should have direct visual and tactile contact with peers. They should only be isolated in cases of disease management.

No OOB dairy cattle are housed in fully slatted systems.

## 9. Welfare Outcome Measures

The following welfare outcome measures are provided by OOB suppliers and monitored and reported internally and externally in the Annual Sustainability Report:

- 1) The proportion of dairy cattle (for fresh/ frozen dairy products and ingredients) in the company's global supply chain that is free from tethering
- 2) The proportion of dairy cattle (for fresh/ frozen dairy products and ingredients) in the company's global supply chain that is provided with pasture access
- 3) The proportion of dairy cattle (for fresh/ frozen dairy products and ingredients) in the company's global supply chain that is free from disbudding / dehorning
- 4) The proportion of dairy cattle (for fresh/ frozen dairy products and ingredients) in the company's global supply chain that are transported on journeys that are 8 hours or less
- 7) The proportion of dairy cattle (for fresh/ frozen dairy products and ingredients) in the company's global supply chain that is pre-slaughter stunned

On-farm and factory metrics that measure physical health & condition (e.g. body condition score, lameness) will also be collated and any issues as well as remedial actions taken should be reported to the Sustainability Manager - Nature & Animal Welfare and the Product Technical Manager.

## **APPENDIX 3 - BROILER CHICKEN REQUIREMENTS**

### **1. Country of Origin**

All broilers used for OOB fresh chicken are British.

All broilers used for OOB frozen chicken and chicken as ingredients will be from the UK or EU.

### **2. Third Party Certification**

All OOB broilers sourced from the UK will meet Red Tractor standards as a minimum.

All OOB broilers sourced from outside the UK will meet the country equivalent of Red Tractor standards as a minimum.

All OOB free range broilers are RSPCA Assured in addition to Red Tractor certified.

All OOB organic broilers are both Soil Association (or equivalent) and Red Tractor certified.

### **3. Close Confinement**

OOB broilers are never housed in caged systems.

The stocking density of OOB broilers is as follows:

- Up to 39 kg/m<sup>2</sup> for standard, added value portions, frozen chicken, and ready-to-eat
- Up to 30 kg/m<sup>2</sup> for standard, primary chicken and added value whole birds (“Roast in the Bag”)
- Up to 27.5 kg/m<sup>2</sup> for free range and organic.

Free range and organic birds must have access to a range that is of adequate size: at least 1m<sup>2</sup> range/bird in free range systems for at least half their life, for birds labelled “traditional

free range” this must be at least 2m<sup>2</sup> from 6 weeks of age and for organic birds they should have access to a range area of at least 4m<sup>2</sup> from at least 12 weeks of age.

#### **4. Environmental Enrichment**

All OOB broilers are provided with effective environmental enrichment, in line with the farm assurance certification requirements applicable and specific to broilers. This allows birds to express natural behaviours.

#### **5. Routine physical / surgical interventions**

All OOB broilers are free from beak trimming unless it is approved by a veterinary professional under a derogation for health and welfare reasons.

#### **6. Long distance transport before slaughter**

All OOB broilers are transported to slaughter for no longer than 8 hours. This is measured from the time the first bird is caught until the last bird is unloaded in the lairage.

#### **7. Slaughter**

All OOB broilers are pre-slaughter stunned in such a manner that ensures the birds are rendered insensitive to pain until slaughter.

All OOB broilers are subject to controlled atmosphere stunning using inert gases or multi-phase systems, or effective electrical stunning only when other systems are unavailable.

#### **8. Welfare Outcome Measures**

The following welfare outcome measures are provided by OOB suppliers and monitored and reported internally and externally in the Annual Sustainability Report:

- 1) The proportion of broiler chickens (for fresh/ frozen chicken products and ingredients) in the company’s global supply chain that is reared at lower stocking densities (specifically, 30kg/m<sup>2</sup>)

- 2) The proportion of broiler chickens (for fresh/ frozen chicken products and ingredients) in the company's global supply chain from approved breeds with improved welfare outcomes or with a slower growth potential.
- 3) The proportion of broiler chickens (for fresh/ frozen chicken products and ingredients) in the company's global supply chain is subject to controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without live inversion.

On-farm and factory metrics that measure physical health & condition (e.g. body condition score, lameness) will also be collated and any issues as well as actions taken should be reported to the Sustainability Manager - Nature & Animal Welfare and the Product Technical Manager.

## **APPENDIX 4 - LAYING HENS REQUIREMENTS**

### **1. Scope**

This policy applies to all eggs sold in the Ocado Own Brand (OOB) including:

- Shell eggs
- Liquid/ powdered eggs used as ingredients/ components

Derivatives such as lecithin and lysozyme are out of scope.

### **2. Country of Origin**

All OOB shell eggs are British.

### **3. Third Party Certification**

All OOB shell eggs are laid in RSPCA Assured farms and carry the RSPCA logo on pack.

All OOB Organic shell eggs are laid in farms certified to a recognised Organic standard.

All OOB shell and ingredient eggs carry the British Lion mark and are produced under the requirements of the British Lion Code of Practice.

## 4. Close Confinement

100% OOB laying hens for shell eggs are cage-free.

ORL is committed to sourcing 100% cage-free ingredient eggs by the end of 2026.

## 5. Environmental Enrichment

All OOB laying hens for shell eggs have outdoor access from 21 weeks of age. They may only be housed during specific circumstances to protect their health and welfare i.e. during government housing orders to protect against Avian Influenza.

For eggs used as ingredients in OOB products, these will all be cage free by the end of 2026 and will be in barns that have enrichment including perches and pecking substrates.

As a minimum, by day 3 of age, all birds should have:

- At least 1 bale per 1000 birds
- At least 2 linear metres of usable perch space per 1000 birds or, 0.3m<sup>2</sup> of platform perch per 1000 birds
- At least 1 pecking objects per 1000 birds

## 6. Routine physical / surgical interventions

**Beak treatment** should be avoided. If this is not possible, beak trimming must take place at day old in the hatchery, reducing the total beak integrity by less than 30%. Laying hens must not be beak treated on farm.

## 7. Long Distance Transport before Slaughter

All OOB laying hens are transported to slaughter for no longer than 8 hours.

## 8. Slaughter

All OOB laying hens are subject to controlled atmosphere stunning using inert gases or multi-phase systems, or effective electrical stunning.

## 9. Welfare Outcome Measures

The following welfare outcome measures are provided by OOB suppliers and monitored and reported internally and externally in the Annual Sustainability Report:

- 1) The proportion of laying hens (for shell eggs and fresh/ frozen products and ingredients) in the company's global supply chain that is free from beak trimming or tipping
- 2) The proportion of laying hens (for shell eggs and fresh/ frozen products and ingredients) in the company's global supply chain that is cage-free
- 3) The proportion of laying hens (for shell eggs and fresh/ frozen products and ingredients) in the company's global supply chain is free from supply chains in which day-old male chicks are not killed

On-farm and factory metrics that measure physical health & condition (e.g. body condition score, lameness) will also be collated and any issues as well as actions taken should be reported to the Sustainability Manager - Nature & Animal Welfare and the Product Technical Manager.

## APPENDIX 5 - PIG WELFARE REQUIREMENTS

### 1. Scope

The Policy applies to all pig meat sold in the Ocado Own Range (OOB), including:

- Fresh pork
- Bacon & gammon
- Sausage
- Ham
- Continental meats

No pig meat sold under the Ocado Own Range is excluded from this policy.

### 2. Country of Origin

All OOB fresh pork and sausages are British.

All OOB pork used in bacon, ham and gammon is British or from Ireland, Netherlands or Denmark.

All OOB pork used in continental meats is Spanish, Italian, German, Dutch or Danish

### **3. Third Party Certification**

All OOB British and Irish pork is Red Tractor or Bord Bia certified as a minimum

All OOB non-British pork is certified to the relevant country assurance or supplier assurance scheme that is equivalent to the Red Tractor as a minimum standard.

### **4. Close confinement**

100% OOB finished pigs are not restrained or housed individually unless in exceptional circumstances on veterinary recommendation. Hospital pens must be such that animals are within sight and sound of other animals, unless there is veterinary advice to isolate the pig.

100% OOB finished pigs are housed in systems which meet or exceed stocking density requirements included in the table below.

100% OOB breeding sows are not tethered.

100% OOB UK breeding sows are not confined in stalls during pregnancy. If farrowing crates are used, sows must not enter these more than 7 days prior to their expected farrowing date.

### **5. Housing & Environmental Enrichment**

Floors must be constructed and maintained in a manner that minimises the risk of injury to pigs through slips and trips. Where concrete slatted floors are used, the slot and beam widths stipulated by the Red Tractor scheme should be adhered to.

Housing must be constructed and maintained in such a manner that pigs are able to keep clean. Floors are well-drained or maintained with dry bedding. Surfaces within housing are maintained in a good condition and can be cleaned and disinfected. Pigs have access to a dry laying area.

All OOB pigs must have permanent access to environmental enrichment in order to satisfy

their investigation and manipulation behavioural requirements. Enrichment must be safe, hygienic and ideally have the following characteristics: edible, chewable, investigable, manipulable.

Enrichment is classed as “optimal”, “suboptimal” and of “marginal interest”. Enrichment classed as “optimal” may be used alone, while “suboptimal” enrichment must be used in combination with different enrichment from any category. Objects categorised as “marginal interest” may only be used when “optimal” or “suboptimal” enrichment is also provided.

## 6. Physical / Surgical Interventions

**Tail docking** and/or **teeth reduction** must only be carried out under written veterinary approval. When needed, tail docking and/or teeth reduction are carried out:

- by a competent person;
- using equipment that is cleaned and disinfected between each litter of pigs;
- on pigs up to 72 hours old.

Tail docking equipment must be different from that used to carry out teeth reduction and vice versa.

100% UK finished pigs are free from teeth clipping.

## 7. Long Distance Transport before Slaughter

All OOB pigs are transported to slaughter for no longer than 8 hours.

## 8. Slaughter

All OOB pigs are pre-slaughter stunned in such a manner that ensures the animals are rendered unconscious and insensitive to pain until death occurs.

100% of pigs in the OOB UK supply chains are stunned using biphasic or inert gas Controlled Atmosphere Systems (CAS).

100% of pigs in the OOB EU supply chains are stunned using biphasic or inert gas Controlled Atmosphere Systems (CAS) or electrical stunning systems.

## 9. Welfare Outcome Measures

The following welfare outcome measures are provided by OOB suppliers and monitored and reported internally and externally in the Annual Sustainability Report:

- 1) The proportion of sows (for fresh / frozen pork products and ingredients) in the company's global supply chain is free from gestation crates / sow stalls
- 2) The proportion of sows (for fresh / frozen pork products and ingredients) in the company's global supply chain is free from farrowing crates
- 3) The proportion of sows (for fresh / frozen pork products and ingredients) in the company's global supply chain is in flexible farrowing crates
- 4) The proportion of sows (for fresh / frozen pork products and ingredients) in the company's global supply chain is free from routine tail-docking

On-farm and factory metrics that measure physical health & condition (e.g. body condition score, lameness) will also be collated and any issues as well as actions taken should be reported to the Sustainability Manager - Nature & Animal Welfare and the Product Technical Manager.

## APPENDIX 6 - SHEEP WELFARE REQUIREMENTS

### 1. Scope

The policy applies to all lamb meat sold in the Ocado Own Range (OOB).

### 2. Country of Origin

All OOB lamb is sourced from UK, Ireland and New Zealand.

### 3. Third Party Certification

All OOB British lamb is Red Tractor certified as a minimum.

All OOB Irish lamb is Bord Bia certified as a minimum.

All New Zealand lamb is NZFAP certified as a minimum (New Zealand Farm Assurance Programme)

## 4. Close confinement

100% OOB sheep are not tethered

100% OOB sheep and lambs are group housed (except during lambing)

## 5. Housing & Environmental Enrichment

Housing systems must be constructed to provide enough space for all sheep and lambs to lie down simultaneously, rise without difficulty, turn around and stretch. Newborn and young lambs must be provided with bedding if on a slatted floor system. Social contact and the ability to exhibit grazing behaviour when at pasture is a minimum requirement for all sheep and lambs.

## 6. Physical / Surgical Interventions

**Tail docking** and/or **castration** must only be carried out when needed and always at as young an age as possible. If it is done, anaesthetic and long-term pain relief should be used.

**Mulesing** of lambs is prohibited in the OOB lamb supply chain

## 7. Long Distance Transport before Slaughter

All OOB sheep are transported to slaughter for no longer than 8 hours.

## 8. Slaughter

All OOB sheep are pre-slaughter stunned in such a manner that ensures the animals are rendered unconscious and insensitive to pain until death occurs.

100% of sheep /lamb in the OOB UK supply chains are pre-slaughter stunned using penetrating captive bolt or electrical current.

## 9. Welfare Outcome Measures

The following welfare outcome measures are provided by OOB suppliers and monitored and reported internally and externally in the Annual Sustainability Report:

- 1) The proportion of sheep (for lamb products) in the company's global supply chain that have access to pasture
- 2) The proportion of sheep / lambs (for lamb products) in the company's global supply chain is free from routine tail-docking

On-farm and factory metrics that measure physical health & condition (e.g. body condition score, lameness) will also be collated and any issues as well as actions taken should be reported to the Sustainability Manager - Nature & Animal Welfare and the Product Technical Manager.

The onboarding of any suppliers of animal-protein from countries not included in the country of origin sections of the relevant species will be assessed on a case by case basis.

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End

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