

Nomad Foods

POLICY ON ANIMAL WELFARE

SCOPE:

This policy is applicable to all suppliers¹ supplying Nomad Foods and its subsidiaries with poultry (including broiler, hen, and turkey), pork, beef, lamb, eggs, and dairy products (including cheese, milk, milk powder, and any other dairy products). This policy is complementary to and not intended to replace or supersede legal requirements. As a minimum, all suppliers must comply with all applicable laws and regulations concerning animal welfare. Where local laws or their enforcement fall below the requirements in this document, the expectation is for these requirements to be met, regardless of country of origin. For new mergers and acquisitions, we are committed to working towards implementation of this policy.

This document replaces all previous policies in respect of the management and communication of our position on animal welfare.

PURPOSE:

Animal proteins are an important part of our product portfolio and consumer diets. Consumers are increasingly interested in understanding the provenance, welfare, and sustainability of the food they eat. Consequently, we are committed to improving the care, health, and welfare of animals within our supply chain and transparently reporting our progress in this space. We recognise that animals are sentient beings that deserve to be treated with compassion and respect.

This policy defines our current position on the sourcing of animal products and covers meat sourcing (poultry, pork, beef, lamb), dairy products (cheese, milk, milk powder, and any other dairy products) and egg sourcing. This policy excludes the sourcing of fish and seafood (please refer to our policy on [fish and seafood sourcing](#)).

As with all policies we reserve the right to review this policy in line with ever changing customer and consumer expectations.

POLICY:REQUIREMENTS:

1. Suppliers are required to meet the Five Freedoms² of animal welfare as a minimum:
 - **Freedom from Hunger and Thirst** - by ready access to fresh water and a diet to maintain full health and vigour.

¹ This includes raw and packaging material suppliers, third-party manufactures, service providers, agents, traders, vendors, contractors, joint venture partners, and distributors, including their employees, agents and other representatives supplying goods and services to Nomad Foods.

²<https://webarchive.nationalarchives.gov.uk/ukgwa/20121010012427/http://www.fawc.org.uk/freedoms.htm>

- **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.
2. All animals must be effectively stunned prior to slaughter.
 3. To demonstrate good animal welfare in practice, Suppliers should work towards evolving their approach to animal welfare management to include the promotion of positive experiences and states through meeting the Five Provisions and animal welfare aims listed below.

Core requirements:

We are committed to improving animal welfare across all species by:

- Promoting the use of effective methods of pre-slaughter stunning.
- Promoting the provision of effective, species-specific enrichment.
- Promoting farming practices that use animal resources equitably.
- Ending the use of close confinement.
- Ending the use of routine mutilations.
- Prohibiting the prophylactic and routine metaphylactic use of antibiotics.
- Ending the use of growth promoting or production enhancing substances, containing (or simulating the action of) hormones, antibiotics, and beta agonists.
- Ending long-distance live transport.

General species requirements:

To meet these commitments, we require all Nomad Foods suppliers of the following animal proteins: poultry (including broiler, hen, and turkey), pork, beef, lamb, eggs, and dairy products (including cheese, milk, milk powder and any other dairy products) to meet the minimum requirements listed in our detailed standard (available [here](#)) and work towards best practice.

Broiler chicken specific requirements:

Consumer demand for poultry products is increasing alongside consumer understanding and interest in animal welfare. Consequently, we are signatories of the [Better / European Chicken Commitment](#) (BCC/ECC) and are committed to working with our suppliers and the wider industry to improve welfare standards within our poultry supply chain. We require all Nomad Foods broiler chicken suppliers to meet the minimum requirements outlined in our detailed standard (available [here](#)) and work towards best practice. The broiler supply chain will be approved to an

independent certification scheme accepted by Nomad Foods (list detailed in our Animal Welfare Standard), with third party auditing by 2026.

In addition to defining detailed requirements of our land animal protein suppliers, our Animal Welfare Standard outlines Nomad Foods approach to collaborative working, our approach to reporting breaches and our governance for animal welfare. We encourage you to read our detailed ["Animal Welfare Standard"](#).

We report on our animal welfare progress in our annual Sustainability Report which can be found on our website, [here](#).