

Nomad Foods

ANIMAL WELFARE STANDARD

INTRODUCTION

At Nomad Foods, our purpose is to serve the world with better food. That means focusing on food that is great tasting, good for people and the planet, affordable and available everywhere. We know that consumers, retailers, and other stakeholders are increasingly asking for brands that are more sustainable and we are very proud that our brands are for the masses because that gives us an opportunity to make a huge difference. Put simply, we want to democratise sustainable eating and we do this by working proactively and collaboratively to deliver strong, sustainable financial performance to help us grow and by making an impact across the three key pillars of our "Appetite for a Better World" sustainability strategy:

- Better Sourcing
- Better Nutrition
- Better Operations

The food system contributes a third of global of greenhouse gas emissions¹ and is the number one driver of accelerating biodiversity loss²; therefore, we aim to source, manufacture, and sell our food to consumers in a responsible way and support the wider transformation that is needed to reduce pressure on resources and deliver a more resilient and inclusive food system.

Animal proteins are an important part of our product portfolio and consumer diets. Consequently, we are committed to improving the care, health, and welfare of animals within our supply chain. We recognise that animals are sentient beings that deserve to be treated with compassion and respect.

Through this policy and our supporting activities, we believe we can positively contribute to the following UN Sustainable Development Goal (SDGs):



¹ [FAO - News Article: Food systems account for more than one third of global greenhouse gas emissions.](#)

² [Food system impacts on biodiversity loss | UNEP - UN Environment Programme](#)

LEGAL AND INDUSTRY REFERENCES

These requirements have been drafted considering the following:

- WOAH Terrestrial Animal Health Code (2023) Section 7 Animal Welfare.
- EU Directives and Regulations as listed in appendix 2.
- Farm Animal Welfare in Great Britain: Past, Present and Future (Farm Animal Welfare Council October 2009).
- Moving beyond the “Five Freedoms” by Updating the “Five Provisions” and Introducing Aligned “Animal Welfare Aims,” David J. Mellor, Animals 2016.
- Business Benchmark on Farmed Animal Welfare.
- The Better Chicken Commitment Policy (European Union).

SCOPE

This policy is applicable to all suppliers³ 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.

REQUIREMENTS

1. Suppliers are required to meet the Five Freedoms⁴ 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.
 - **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

³ 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.

⁴<https://web.archive.nationalarchives.gov.uk/ukgwa/20121010012427/http://www.fawc.org.uk/freedoms.htm>

the promotion of positive experiences and states through meeting the Five Provisions and animal welfare aims listed below.

Provisions	Animal Welfare Aims
Good nutrition: Provide ready access to fresh water and a diet to maintain full health and vigour	Minimise thirst and hunger and enable eating to be a pleasurable experience
Good environment: Provide shade/shelter or suitable housing, good air quality and comfortable resting areas	Minimise discomfort and exposure and promote thermal, physical, and other comforts
Good health: Prevent or rapidly diagnose and treat disease and injury, and foster good muscle tone, posture, and cardiorespiratory function	Minimise breathlessness, nausea, pain, and aversive experiences and promote the pleasures of robustness, vigour, strength, and well-coordinated physical activity
Appropriate behaviour: Provide sufficient space, proper facilities, congenial company, and appropriately varied conditions	Minimise threats and unpleasant restrictions on behaviour and promote engagement in rewarding activities
Positive mental experience: Provide safe, congenial, and species-appropriate opportunities to have pleasurable experiences	Promote various forms of comfort, pleasure, interest, confidence, and a sense of control

Core requirements

We recognise there are many ways in which animal welfare can be improved across our supply chain; therefore, a collaborative approach by Nomad Foods, our suppliers and wider stakeholders is required.

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.

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 following minimum requirements and work towards best practice.**

Commitments	Minimum requirements	Best practice
Requiring enhanced legislation regardless of the country of origin.	All animal products will be sourced from supply chains which meet all EU legislation (Directives and Regulations) applicable to farmed animal health and welfare, on-farm, during transport and at slaughter.	
Promoting the use of humane methods of pre-slaughter stunning	All animals used for meat production will be effectively stunned before slaughter.	All animals, including end of production dairy cows and laying hens, will be effectively stunned before slaughter, with no live inversion or use of high concentrations of carbon dioxide.
Promoting the provision of effective, species-specific enrichment	All animals are provided with an environment which promotes the expression of positive behaviours.	
Promoting farming practices that use animal resources equitably		Eggs and dairy products will be sourced from flocks / herds where day old male chicks / calves will not be culled.
Ending the use of close confinement	All egg products will be sourced from cage-free production systems.	
		To support the removal of close confinement systems while ensuring that animal welfare is not compromised.
		No routine tethering.
		Dairy and beef products are sourced from herds which have access to outdoors (at least 6 hours per day for 120 days per year).
Ending the use of routine mutilations	Where mutilations are deemed strictly necessary, they are carried out against robust procedures by	To adopt farming systems which end the need for routine mutilations.

Commitments	Minimum requirements	Best practice
	qualified staff, ideally under anaesthesia and providing pain relief.	
Ending the prophylactic and routine metaphylactic use of antibiotics	Prophylactic use of antibiotics is not permitted. Antibiotics deemed critical to human health ⁵ must only be used when determined to be the treatment of choice through sensitivity testing.	Antibiotics deemed critical to human health must not be used.
Ending the use of growth promoting or production enhancing substances, containing (or simulating the action of) hormones, antibiotics, and beta agonists	Growth promoting substances are prohibited across all our supply chains.	
Ending long-distance live transport	Transport plans for all mammals and poultry must not exceed 8 hours.	Transport times for all mammals and poultry, including end of production dairy cows and laying hens, will be a maximum of 8 hours and 4 hours respectively.

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 following minimum requirements and work towards best practice.**

Commitments	Minimum Requirements	Best practice
Legislation	All chickens used for meat production will be sourced from supply chains which meet all local legislation applicable to farmed animal health and welfare, on-farm, during transport and at slaughter.	All chickens used for meat production will be sourced from supply chains which meet all EU legislation (Directives and Regulations) applicable to farmed animal health and welfare, on-farm, during transport and at slaughter.

⁵ Highest Priority Critically Important Antibiotics (HPCIA) as determined by The World Health Organization (WHO), <https://www.who.int/publications/i/item/9789241515528>

Commitments	Minimum Requirements	Best practice
Independent Verification	The broiler supply chain will be approved to an independent certification scheme accepted by Nomad Foods, Appendix 1, with third party auditing by 2026 .	The chicken supply chain will be approved to an ECC approved, independent certification scheme with third party auditing.
Promoting the use of humane methods of pre-slaughter stunning	All chickens used for meat production will be humanely stunned before slaughter.	Chickens used for meat production will be humanely stunned before slaughter adopting controlled atmospheric stunning or effective electrical stunning without live inversion.
Promoting the provision of effective, species-specific enrichment	All birds are provided with opportunities for perching and pecking.	At least two meters of usable perch space, and two pecking substrates, per 1,000 birds.
	Litter quality promotes the opportunity for dust bathing.	
		All birds are provided with at least 50 lux including access to natural light.
		Adopt slow growing breeds that demonstrate higher welfare outcomes
Ending the use of close confinement	No cages or multi-tier systems.	Maximum Stocking Density of 30kg/m ² Thinning is discouraged and if practiced must be limited to one thin per flock
Ending the use of routine mutilations	No mutilations permitted in broiler chickens.	Where mutilations are deemed strictly necessary in parent birds, they are carried out at day old, against robust procedures by qualified staff. Beak trimming is restricted to male parent birds only.
Ending the prophylactic and routine metaphylactic use of antibiotics	Prophylactic use of antibiotics is not permitted. Antibiotics deemed critical to human health must not be used.	Metaphylactic use of antibiotics will not be permitted.

Commitments	Minimum Requirements	Best practice
Ending the use of growth promoting or production enhancing substances, containing (or simulating the action of) hormones, antibiotics, and beta agonists	Growth promoting substances are prohibited across all our supply chains.	
Ending long-distance live transport	Transport plans for chicken used for meat production, will be a maximum of 8 hours from loading to unloading (12 hours maximum permitted overnight).	Transport plans for chicken used for meat production, will be a maximum of 4 hours.

IMPLEMENTATION AND VERIFICATION

All suppliers providing products from animal origin must acknowledge receipt of and acceptance to meet the requirements of this policy. Where the policy mandates third-party welfare assured requirements, evidence of verification against one of the accepted schemes is required, please refer to annex 1 to see the list of accepted schemes.

When required, suppliers should provide information related to animal welfare standards within their operations and wider supply chain to Nomad Foods to increase understanding, identify areas of improvement and support increased reporting and transparency around welfare standards.

Suppliers may also be subjected to supply chain audits to assess compliance with the requirements outlined in this policy.

WORKING IN PARTNERSHIP

Producing animal proteins with good standards of animal welfare, in a way that is sustainable from a planetary perspective is a complex and challenging task. We are committed to working with likeminded companies independently or as part of a wider industry group to share knowledge, exchange best practice and innovate new approaches that enable a more sustainable and ethical production of animal proteins. Nomad Foods expects suppliers to continually improve their performance, from meeting the minimal requirements outlined in this policy, to working towards achieving best practice.

REPORTING BREACHES

At Nomad, we maintain close relationships with our suppliers and operate a culture of honesty. We recognise the challenges around embedding animal welfare best practice within complex supply chains and we understand many of the challenges

cannot be resolved overnight. For this reason, we encourage suppliers to be honest around where policies are difficult to meet. This enables us to leverage our strong relationships and drive long term sustainable progress.

Where a non-compliance has been identified in relation to our animal welfare requirements, suppliers should report this to the supplier assurance team who will consequently co-ordinate a root cause analysis and log corrective actions. Suppliers will be supported to make appropriate changes in a timely manner. Where suppliers are not demonstrating desire for remediation and working proactively to improve practices as outlined in this policy, Nomad Foods will reconsider the supplier as a supplier.

GOVERNANCE

Distribution of this policy is led by Supplier Assurance through Qadex.

Operational implementation of our animal welfare policy is the responsibility of our Sustainability team, in particular our Group Sustainability Manager - Agriculture, supported by the relevant functions such as Procurement, Supplier Assurance and Research, Development and Quality (RDQ). Animal welfare policies are drafted by the Group Sustainability Manager ahead of review by the Policy Review Group. Management level oversight is provided by the Nomad Foods Chief Executive Office and the wider Corporate Executive Committee through formal quarterly sustainability reviews. Board level oversight of Sustainability is provided by the Nominating & Corporate Governance Committee of the Nomad Foods Board of Directors. This committee is responsible for overseeing, providing guidance, and periodically reviewing the Company's Sustainability strategies and initiatives, including human rights and the environment. In addition, the external Nomad Foods Sustainability Advisory Board provides an independent perspective on our strategy annually at minimum.

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Annex 1

Broiler specific animal welfare requirements:

Broiler chicken at minimum must be certified to a third-party welfare standard, from one or more of the standards listed below:

- **Minimum Accepted Standards:** *Bord Bia; Farm F1rst Silver; Farm F1rst Gold; Farm F1rst Platinum; Genesis GAP- Green; Global Gap; QS; Red tractor.*
- **Higher Welfare Standards:** *Beter Leven 1* Beter Leven 2*; Beter Leven 3*; Certified Humane; Farm F1rst BCC module; GAP- step 1 and step 2; Initiative Tyrol; Red Tractor enhanced; RSPCA assured- indoor.*

*Additional standards will be considered if agreed in writing by Nomad Foods post a stringent benchmarking review.

We also expect suppliers to work towards meeting the below criteria if they are not met within the criteria of one of the above approved standards:

- Maximum 8-hour transport time (applicable for D.O.C & finished Birds).
- Enrichment perches and pecking objects.

Annex 2

EU legislation (Directives and Regulations) applicable to farmed animal health and welfare, on-farm, during transport and at slaughter:

- Council Directive 98/58/EC of 20 July 1998 concerning the protection of animals kept for farming purposes.
- Council Directive 96/22/EC of 29 April 1996 concerning the prohibition on the use in stockfarming of certain substances having a hormonal or thyrostatic action and of beta-agonists.
- Council Directive 91/630/EEC of 19 November 1991 laying down minimum standards for the protection of pigs.
- Council Directive 91/629/EEC of 19 November 1991 laying down minimum standards for the protection of calves.
- Council Directive 2007/43/EC of 28 June 2007 laying down minimum rules for the protection of chickens kept for meat production.
- Regulation (EU) 2019/6 of the European Parliament and of the Council of 11 December 2018 on veterinary medicinal products and repealing Directive 2001/82/EC.
- Regulation (EU) 2019/4 of the European Parliament and of the Council of 11 December 2018 on the manufacture, placing on the market and use of medicated feed, amending Regulation (EC) No 183/2005 of the European Parliament and of the Council and repealing Council Directive 90/167/EEC.
- Council Regulation (EC) No 1/2005 of 22 December 2004 on the protection of animals during transport and related operations and amending Directives 64/432/EEC and 93/119/EC and Regulation (EC) No 1255/97.
- Council Regulation (EC) No 1099/2009 of 24 September 2009 on the protection of animals at the time of killing.