



Animal Welfare Policy





Version Control

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1. What is this policy about?

ofi Group Limited and its subsidiaries (“ofi”) recognize that the welfare of farm animals is essential to achieving high quality animal derived products as well as meeting the requirements of our business, our shareholders, and our customers. We recognize that farm animals are sentient beings, and that animal welfare encompasses not only good health and physical condition, but also mental wellbeing and the ability of animals to exhibit species-specific behavior.

2. Who does this policy apply to?

This Animal Welfare Policy (the “Policy”) describes the requirements and ways of working that we expect our upstream suppliers to apply to ensure sustainable long-term supply.

ofi Tier 1 Suppliers comprise all suppliers of food ingredients, products, and raw materials of animal origin to **ofi**, including farmers, manufacturers, and upstream intermediaries such as traders, brokers, and collectors. **ofi** Tier 1 Suppliers are responsible for ensuring compliance with this Policy in connection with their upstream supply chain, up to, and including, the product origin. Accordingly, this Policy is supplemental to the **ofi Supplier Principles** and where applicable, the **ofi Agri Supplier Code**, and should be read together with those documents.

This Policy also applies to all agricultural raw-materials and food ingredients of animal origin purchased by **ofi**.

3. Five Freedoms of Animal Welfare

At **ofi** we endorse the “Five Freedoms of Animal Welfare” as adopted by the World Organization for Animal Health and require our suppliers to recognize the same principles by engaging in a continuous improvement process towards best practices and respecting animal welfare throughout our supply chains.

The following sets out our mandatory requirements and those areas where we expect suppliers to act in a progressive manner, subject to their capacity.

1. **Freedom from hunger and thirst,**

- ~ Animals shall have access to sufficient fresh water and feed, adapted to their age and needs (including, where relevant, lactation stage) to maintain health, productivity and to prevent hunger, thirst, and malnutrition.

2. **Freedom from discomfort,**

- ~ Farmers shall provide an appropriate environment, that is suited to the condition, the size, and the weight of the animal.
- ~ The substrate (walking, feeding and resting surface) and shelter shall be adapted to keep animals clean, and to prevent deterioration of animal health and welfare (such as lameness, sores, etc.).



3. **Freedom from pain, injury, and disease**, by prevention or rapid diagnosis and treatment, in addition,
 - ~ Painful procedures are avoided, and alternatives are preferred, whenever possible.
 - ~ When painful procedures cannot be avoided, the support of a veterinarian is ensured to manage the pain to the extent allowed (e.g., anesthesia and analgesia)
 - ~ Where relevant, tail docking shall be phased out, as well as dehorning, disbudding, or castration without the use of pain relieve.

Antibiotics shall be used responsibly and only as necessary and appropriate to maintain animal health.
4. **Freedom to express normal behavior**, by providing sufficient space, proper facilities, and company of the animal's own kind,
 - ~ Animals shall be provided with a physical environment that allows safe and comfortable areas for resting and movement. This includes normal posture changes and social behavior patterns.
 - ~ Where relevant, permanent tethering shall be phased out.
5. **Freedom from fear and distress**, by ensuring conditions and treatment that avoid mental suffering.
 - ~ Any kind of malicious harming animals (such as kicking, throwing, stomping, etc.) is strictly forbidden at all stages of life.
 - ~ Where relevant, electric shock devices are to be phased out in favor of alternative non-painful animal handling devices.
 - ~ Positive relationships between humans and animals, as well as grouping of animals allowing positive social behaviors, are fostered.

Animal transportation shall be performed according to best practices and organized to avoid any unnecessary fear or distress to the animals.

4. Requirements

To achieve these commitments, we will:

- i. Require all levels of **ofi** management to be accountable for applying this Policy in their business decisions.
- ii. Establish specific codes of practice and standard operating procedures to deliver our commitments at the level of individual businesses or sectors of livestock production, consistent with the species-specific requirements of those businesses.
- iii. Establish strategies and management systems to create and prioritize measurable objectives and execute improvement plans, that are aligned with our business goals, address our animal welfare risks and risk mitigation opportunities, and deliver a 'right



first time' culture.

- iv. Ensure all employees, business partners, contractors' suppliers and visitors understand this Policy and their own responsibilities and accountabilities, and, where applicable, receive appropriate training and education to assure the welfare of animals in our supply chains and the safety of animal products.
- v. Work cooperatively with our Tier 1 Suppliers and customers to ensure appropriate standards are maintained throughout the supply chain.
- vi. Maintain internal and external compliance programs across all levels of the supply chain.
- vii. Communicate and publicly report meaningful and accurate information regarding our performance to demonstrate continual progress towards commitments made in our policies.
- viii. Regularly review **ofi's** policies for business alignment including our Shared Values, Corporate Responsibility and Sustainability Commitments and key stakeholder expectations.

5. Ensuring compliance along the supply chain

ofi expects its suppliers to ensure the commitment to this Policy along their supply chains:

- Suppliers to **ofi** are expected to communicate the requirements of this Policy to their employees, their suppliers of products, and their supplying farmers, and ensure their compliance.
- **ofi** may from time-to-time request its suppliers to provide evidence of compliance with this Policy and reserves the right to conduct audits and inspections to verify compliance with the Policy up to the product origin.
- Where a supplier is consistently found to be non-compliant, and does not demonstrate adequate effort to improve compliance, **ofi** will have the right to and may suspend procurement of products coming from this supplier.

6. Record Keeping

To meet the requirements set out in this Policy, appropriate documents and records must be maintained to provide evidence of compliance with the requirement set out herein. These must be provided to **ofi's** Internal Audit function on request.

All relevant codes of practice, procedures, training records, memoranda and other documents and records relating to dealings with third parties, such as clients, suppliers and business contacts, should be maintained with strict accuracy and completeness.



7. Monitoring and Review

The Sustainability function of **ofi** will regularly monitor and review the effectiveness and implementation of this Policy, always considering its suitability, adequacy, and effectiveness. Any improvements identified will be made as soon as possible. Internal control systems and procedures may be subject to regular audits to provide further assurance that they are effective.

8. Breach of policy

Where any instance of significant failure to comply with this Policy is detected, it must be fully documented and reported to the relevant Board Committee, in a timely manner.