



Animal Welfare Policy

As a leading food producer Orkla wants to make a difference by safeguarding animal welfare in our value chain. The purpose of Orkla's Animal Welfare Policy is to increase awareness, guide our suppliers and contribute to responsible business practices.

BACKGROUND

Each year millions of animals are raised for human consumption throughout the world. The welfare of these animals depends on the 1 billion people involved in the rearing, handling, transporting and processing of the animals.

Orkla has a wide range of products that include ingredients or components that derive from animals, such as dairy ingredients, beef and pork meat, poultry, egg and wool. Due consideration for animal welfare in the production of these raw materials is an important part of our responsible sourcing.

COMMITMENTS

Orkla aims to purchase all important animal-derived raw materials and products from sustainable sources by 2020. Animal welfare is an important component of our responsible sourcing strategy, and Orkla is committed to improving animal welfare across our global value chains. Orkla will not tolerate any cruelty or animal neglect. We will look for areas where we can influence positive change, and engage with our suppliers and other stakeholders to support and promote good animal welfare standards.

OUR APPROACH

A. Principles

Orkla's Animal Welfare Policy covers the animal welfare before, during and after the productive life of the animals. Our methods for monitoring and improving animal welfare standards throughout our global value chains are based on the Five Animal Freedoms, as defined by the World Organization for Animal Health¹.

1. **Freedom from hunger and thirst:** by ready access to fresh water and a diet to maintain full health and vigor.
2. **Freedom from discomfort:** by providing an appropriate environment including shelter and a comfortable resting area.
3. **Freedom from pain, injury or disease:** by prevention or rapid diagnosis and treatment.
4. **Freedom to express normal behavior:** by providing sufficient space, proper facilities and the company of its own kind.
5. **Freedom from fear and (chronic) distress:** by ensuring conditions and care that avoid mental suffering.

¹ OIE - <http://www.oie.int>.



We will use these principles as guidance in our assessments and decision-making when sourcing materials derived from animals.

B. Supplier requirements

We expect our suppliers regardless of country to adhere to the following basic and mandatory requirements and comply with applicable legal requirements and local regulations².

1. Feed and water supply

All animals must have access to sufficient feed and fresh water to meet the physiological and behavioral requirements.

2. Housing systems and stocking density

The housing systems used must provide suitable shelter from adverse weather conditions and an environment that provides the conditions and facilities needed for health, comfort and normal behaviour including movement, rest and social behaviour.

3. Responsible use of veterinary medicines

The use of antibiotics should be limited to therapeutic use and not be used for preventive or growth promoting purposes. Orkla will ask its suppliers to promote transparency by providing a report on antibiotics management and antibiotic use on a regular basis.

4. Husbandry practices

The husbandry practices undertaken must minimize the distress and pain for animals and avoid injury. Painful procedures shall be avoided. Appropriate pain management techniques to eliminate suffering must be used during procedures such as castration, dehorning and tail docking, and postoperatively.

5. Handling and transport

Animals must not be transported over unnecessary long distances. The amount of time animals spend on a journey should be kept to the minimum but must not exceed 8 hours. During long distance transports, the animals must be sufficiently fed and watered. The used practices must minimize the distress and risk of injuries.

6. Slaughtering methods

Animals must be handled and slaughtered in the least distressing and most pain-free manner possible. All animals must be stunned and assured unconscious before slaughter.

7. Traceability

Orkla expects our suppliers to work towards transparency and traceability throughout the entire value chain.

8. Breeding animals

Orkla requires breeding practices that include considerations of animal robustness, health, natural behaviour and welfare. At the end of the productive life of breeding animals, animal welfare standards shall continue to apply.

² Orkla companies having specific client requirements may implement additional animal welfare standards stated in a separate document. The document will take the form of an annex to Orkla's Animal Welfare Policy.



C. Supplier dialogue

We will engage with our suppliers to build awareness of our Animal Welfare Policy and specific welfare requirements per species as clearly defined in our PCR³ documents (*see Annex I, II, III, IV, V).

We will ask our suppliers to establish action plans to ensure compliance with those requirements. The plans should include not only steps to eliminate unacceptable practices, but also steps to establish practices that are in line with the Five Animal Freedoms.

We will seek an active and open dialogue with our suppliers regarding the progress made towards our objectives and any challenges that may arise.

If we discover non-conformity between a supplier's practices and our mandatory requirements and the "Five Animal Freedoms", we will give the supplier a reasonable period of time to change and improve its practices. Where needed, Orkla will seek to provide support and advice. If the supplier cannot document any improvement at the end of the agreed period, Orkla will consider changing supplier.

D. Stakeholder engagement

We will also engage with others, such as industry associations, governments, NGOs and other relevant stakeholders, to build our own knowledge, share learnings, collaborate on specific improvement projects and more generally, promote best animal welfare practices.

We will be transparent about the challenges that we meet and the nature of our improvement efforts, and report on the progress of our work through Orkla's annual sustainability reporting.

³ Product Category Requirement



REFERENCE DOCUMENTS

Orkla's Animal Welfare Policy must be read in conjunction with the following documents:

- Orkla Product Category Requirements:
 - a. Beef – Annex I
 - b. Pork – Annex II
 - c. Poultry – Under development, to be finished H2 2018
 - d. Egg – Under development, to be finished H2 2018
 - e. Dairy – Under development, to be finished H2 2018

- Responsible wool standard (applicable only for wool suppliers) – Annex VI