



## Hilton Food Group Animal Welfare Policy

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At Hilton Food Group, animal welfare is central to our values and integral to our business, enabling us to meet our customers' expectations for high quality, sustainably reared livestock and farmed fish. We believe that the use of animals carries with it an ethical responsibility to ensure their welfare to the greatest extent practicable.

Our animal welfare policy applies to all species, including farmed fish, in all markets, however we recognise that the different markets in which Hilton Food Group operates are at different stages in their development and implementation of animal welfare standards.

We are a customer-led business, working with and delivering to the high standards set by our retailer partners who are themselves recognised as leading on animal welfare management and reporting. We are committed to working with suppliers who share our values and concerns for animal welfare.

This policy is aligned with the internationally recognised Five Freedoms, originally developed by the Farm Animal Welfare Council (FAWC) and adopted by the World Organisation for Animal Health (OIE):

1. **Freedom from hunger and thirst** - by ready access to fresh water and a diet to maintain full health and vigour.
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 behaviour** - by providing sufficient space, proper facilities and company of the animal's own kind.
5. **Freedom from fear and distress** - by ensuring conditions and treatment which avoid mental suffering.

The combination of these five aspects, defining a framework of ideal states, sets the conditions necessary to ensure the physical and mental welfare of farm animals. Together with our customers, suppliers and farmers we are committed to the development and implementation of good welfare standards for animals and farmed fish across our global supply chains, from breeding and rearing to transportation and slaughter through a process of continuous improvement.

We are committed to working responsibly in this area with our customers, suppliers and other stakeholders to influence animal welfare best practice. To that end, we have identified eight key animal welfare objectives:

1. No animals are from cloned stock or subject to genetic engineering.
2. Animals are free from close confinement.
3. Animals are provided with environmental enrichments that promote species-typical behaviour.
4. Animals are free from routine painful procedures. Where procedures are deemed necessary, appropriate anaesthetic and pain relief are used.
5. Antibiotics are not routinely administered. Antibiotics must be used judiciously to treat sick animals and in cases where withholding treatment could negatively impact their welfare.
6. Travel times are kept to a minimum and do not exceed eight hours.
7. All animals and farmed fish are effectively stunned prior to slaughter.
8. Slaughter facilities and farms are certified to recognised farm animal welfare assurance schemes.



We will continue to monitor and report on our progress annually in our Animal Welfare Statement.

On behalf of Hilton Food Group plc.

A handwritten signature in black ink, appearing to be "Philip Heffer". The signature is fluid and cursive, with a long horizontal stroke at the end.

Philip Heffer  
Chief Executive Officer