



ANIMAL WELFARE REPORT

2022





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INTRODUCTION

Chris Kirke, President, Moy Park

Our business is deeply rooted in our agricultural heritage and farming practices that can be traced back over 80 years. Building on these strong roots and experience, we've created a welfare strategy that evolves and continually improves to safeguard the health and happiness of our animals.

In this second edition of our Animal Welfare Report, we are proud once again to track, monitor, measure and report the outcomes of our animal welfare metrics openly and transparently. Delivering a robust strategy that delivers tangible results is in part down to strong governance and good management practices. From our training programmes for new team members to the delivery of our Animal Welfare Forum and Welfare Hub, our agriculture business team and growers have embedded welfare as a condition throughout our organisation. Our new Animal Welfare Index is reviewed at the top of our organisation monthly by the executive team, and we continue to deepen and strengthen our relationships with stakeholders, from academic partners to NGOs.

While we have further to go, we are proud of our progress. This year's report demonstrates a range of year-on-year improvements across key welfare outcome measures. We have also introduced a new metric, providing visibility of demand for different production standards. Moy Park is focused on creating better food for everyone sustainably, and with this we continue to provide retailers and consumers with higher welfare chicken.



What we bring to the table today should sustain tomorrow and as an organisation we are committed to farming safely and sustainably. Together we all face the challenges of climate change and as an organization we will continue to be bold in our approach to tackling this with an enhanced focus on welfare. Key to our success will be collaborating with others and we are thankful to our team members, farming suppliers, industry bodies and academic partners for joining forces on this journey with us.

WELFARE IS A CONDITION JOURNEY CONTINUED

Moy Park is proud of its strong agricultural heritage and we partner with over 700 farmers across the UK who are committed to the health and happiness of our chickens.

In last year's report, we outlined how we have placed animal welfare alongside people and food safety as a condition - a pre-requisite for our business. This approach takes animal welfare beyond the five freedoms, giving our birds the best possible conditions and care. Over the last year our Welfare Forum has been working to further that journey.

ANIMAL WELFARE INDEX

Firstly, as a means of measuring our animal welfare improvement across a range of areas, we have developed an Animal Welfare Index. This is based on best-in-class methodology established with input from veterinary experts, PhD researchers and academic partners.

It objectively challenges us to critically focus on areas where we can make the difference to the welfare of animals.

This index will be used internally to capture measurements from hatcheries, farms and factories, allowing us to combine a number of metrics and score them on a geographical and management area basis. These metrics include a range of elements from mortality and stocking density on farm through to welfare audit non-conformances and lairage times in factories. It also considers external feedback from regulatory bodies such as the Animal and Plant Health Agency (APHA) and the Food Standards Agency (FSA).

On a monthly basis the index scores are reviewed at an executive level, giving a real focus to our welfare as a condition journey. We will continue to refine how our index is measured and use it to drive improvement in welfare outcomes for our birds.

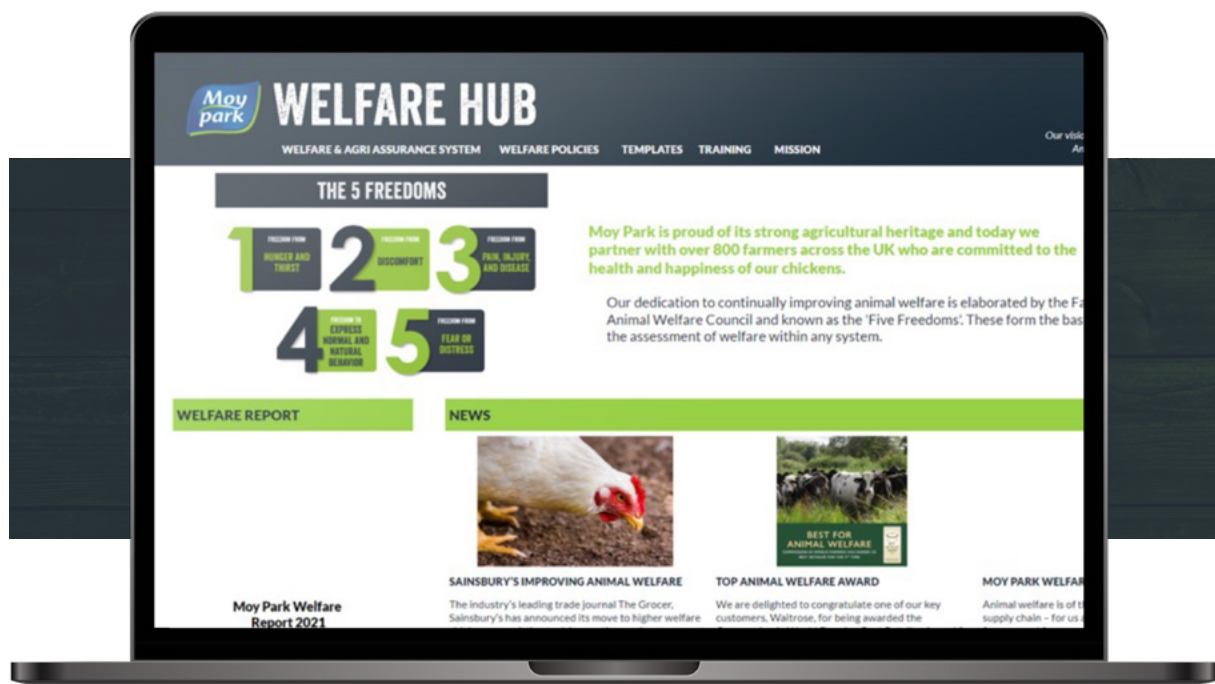


AGRICULTURE ACADEMY

Aligning welfare practices to outcome measurements, we have continued to develop our agricultural manuals and training processes. This includes the further development of our online 'Agricultural Academy' and in particular welfare focused modules. We encourage all Moy Park team members to add the module to their learning pathway, not just

those who work in agriculture.

To raise awareness of the continued work of our welfare forum within the wider business, we have developed the 'Welfare Hub'. This is a central point for our colleagues to find out more about what Moy Park is doing in relation to animal welfare as well as relevant industry news.



WELFARE OUTCOME MEASURES 2021

We regularly track and monitor key welfare performance indicators, and we are pleased to share these publicly following the launch of our inaugural Animal Welfare Report last year. We believe in full transparency about how our chickens are reared and we provide transparency to all our customers, consumers and wider stakeholders.

Building upon last year's report and taking on feedback from partner NGOs such as Compassion in World Farming, we will be expanding our levels of transparency and adding further to our reporting metrics across key areas of animal welfare;

- LEVELS OF ENRICHMENT
- BREED USAGE
- PRODUCTION SYSTEM BREAKDOWN
- ANTIBIOTIC USE
- STOCKING DENSITY
- MORTALITY
- HOCKMARK AND PODODERMATITIS
- TRANSPORT TIMES

All metrics reported are on a per flock basis for all broiler flocks grown in 2021. Where applicable, data is also shared for previous years to provide a trend for context.



ENRICHMENT

Providing natural enrichment for poultry is fundamental to good bird welfare. The aim of enrichment is to stimulate the birds and allow them to display the natural behaviours for which they have an underlying motivation, such as perching and pecking.

100% of Moy Park chickens continue to have access to natural enrichment

within their barns. This includes access to natural light, perches and pecking substrates. Moy Park has never and will never rear broiler chickens in cages and all our broiler chickens are free from any form of mutilation.

Moy Park pioneered the use of windows to provide natural light for chickens in the early 2000s and we have continued to lead the way on other aspects of enrichment such as perching and bale provision.

ENRICHMENT SUMMARY

YEAR	ACCESS TO NATURAL LIGHT	ACCESS TO PERCHES	ACCESS TO PECKING OBJECTS	BARN REARED / CAGE FREE
2020	100%	100%	100%	100%
2021	100%	100%	100%	100%



RESPONSIBLE ANTIBIOTIC USE

Moy Park continues to work collectively with our farmers and all our external stakeholders to ensure a best-in-class approach to the use of antibiotics. We adhere to the principle of not administering antibiotics as a routine preventative medication. We are focused on producing healthy birds through good hygiene and husbandry practices.

There has been a reduction in total antibiotic use from 2.8 mg/kg in 2020 to 2.5mg/kg in 2021.

To see a further 10% reduction in 2021 from an already industry leading low in 2020, is testament to the continued focus of best-in-class approach to animal welfare within the supply chain.

Overall, the number of flocks we have had to treat has also reduced, meaning that over 9 in every 10 flocks grown don't need to receive any medication whatsoever. This achievement has been driven through reducing our need to treat in the first seven days of life. We are pleased that investments and

improvements in our hatchery operation as well as working with our farmers around early life management is resulting in this reduction.

MEDICATION USE

YEAR	MG/KG
2014	17.2
2015	10.5
2016	3.6
2017	3.4
2018	2.4
2019	3.3
2020	2.8
2021	2.5

Moy Park does not use any antibiotic classes identified by the World Health Organisation (WHO (Sixth Revision 2018)) as the 'Highest priority critically important antimicrobials'.

These classes include:

- Quinolones
- Cephalosporins (3th, 4th and 5th generation)
- Macrolides and ketolides
- Glycopeptides
- Polymyxins (Colistin)

FLOCKS TREATED

CATEGORY	% FLOCKS TREATMENT NOT REQUIRED	% FLOCKS TREATED PRE DAY 7	% FLOCKS TREATED POST DAY 7
2020	89.8	6.9	3.3
2021	93.7	2.1	4.2

STOCKING DENSITY

Moy Park continues to operate to a maximum planned stocking density of 38kg/m², well below the EU maximum stocking density standards of 42kg./m². We are audited regularly by Red Tractor and customers to ensure we meet this critical requirement.

From 2020 to 2021, we have seen a decrease in the number of flocks grown at below 30kg/m². This has largely been driven by market demand in those areas. We have plans to significantly increase the percentage of flocks grown at what is recognised by industry and NGOs as 'higher welfare' specification of 30kg/m² or less.



STOCKING DENSITY

% OF FLOCKS	30KG OR LESS	30KG TO 34KG	34KG AND ABOVE
2020	41.1	20.7	38.3
2021	33.5	21.6	44.9

HEALTH MARK INDICATORS

Pododermatitis and hockmark are monitored throughout the flock cycle on farm and measured in the factory during processing. Elevated levels of pododermatitis and hockmark can occur as a result of a health challenge on farm, adverse litter conditions or ventilation issues.

As mentioned in last year's report, our farm teams have been rolling out a 'Precision Management' programme to all farms, focusing on elements such as optimum ventilation and water pressures. This constant review of some basic principles with our farmers continues to drive a strong improvement in our pododermatitis and hockmark figures with an almost 30% and 20% improvement seen respectively.

HEALTH MARK INDICATORS

YEAR	PODODERMATITIS %	HOCKMARK %
2019	43	14
2020	36	11
2021	26	9



MORTALITY

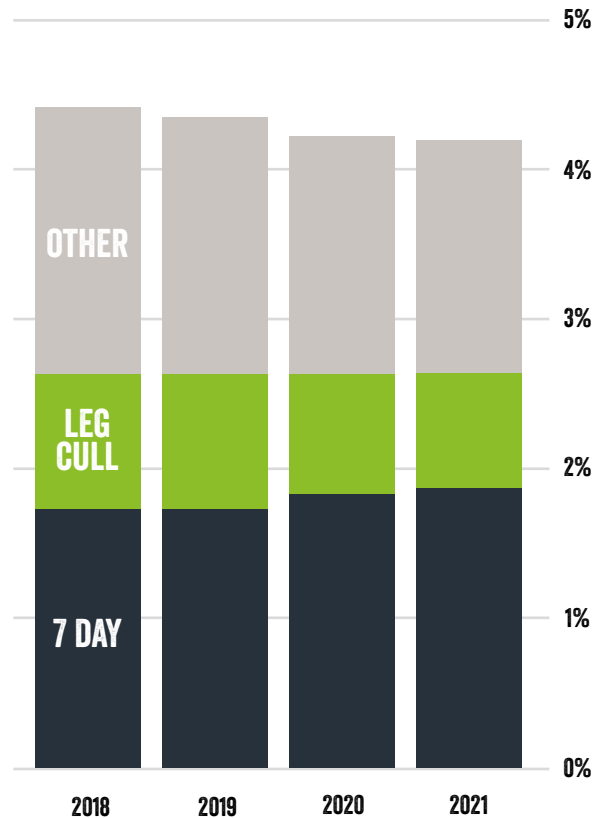
Mortality is a measure of animals which have died during the growing cycle or have been humanely culled for reasons such as injury or disease. Mortality records, including cause, are updated daily on all farms by the stock keeper. Three key mortality figures are tracked: '7 day mortality', 'leg culls' and overall 'total mortality'.

Mortality figures are used to track and monitor flock health, field health challenges and bird management on farm. 7 day mortality gives an indication of parent flock status and early life challenges. Leg culls are reflective of leg health and walking ability and there is strict Moy Park policy, in line with industry best practice, for stock keepers to humanely remove chickens with gait issues (Bristol Gait Score 3 or above) to ensure good welfare is maintained.



All Moy Park team members working on farm and all our contracted partner farmers have been appropriately trained on methods of humane culling.

Overall, our mortality rate continues to show an improving trend with a further 3% YoY reduction delivery, which represents an almost 7% reduction in levels from 2018. We are continuing to focus on achieving a mortality rate below 4% by 2023 and have plans in place to help us achieve this.



TRANSPORT TIMES

Moy Park avoids transporting birds over long distances with the majority of our farms within a 30 mile radius of our fresh primary sites.

The average journey time for 2021 measured 2 hours 36 mins, which represents a slight reduction on the 2020 figure - likely driven by farm mix.

Over 45% of chickens are actually caught and delivered to factory within 2hrs. We view this as best-in-class and is our target where farm geography allows. Over 99% of chickens are delivered with 4hrs of catch. This applies to all our broiler birds, own brand and customer brand, in all geographies.

Moy Park always adhere to the legislative requirements and industry standards in the transportation of our live birds.



TIME	% OF CHICKENS
BETWEEN 2HR - 4 HR	52.50%
GREATER THAN 4HRS	0.50%
LESS THAN 2 HRS	47.00%
TOTAL	100.00%

PRODUCTION SYSTEMS

For 2021, we have included a new metric which highlights the percentage of chickens grown to each of the varying industry standards.

This is heavily influenced by customer mix

and consumer demand for the relevant categories. As stated previously, Moy Park has never and will never rear broiler chickens in cages.

We continue to work with all our customers to ensure we meet their requirements and sourcing standards while maximising the welfare outcome measures off all our chickens.

YEAR	% OF BIRDS GROWN TO BETTER CHICKEN COMMITMENT (BCC), FREE RANGE OR ORGANIC STANDARDS	% OF BIRDS GROWN TO INDOOR HIGHER WELFARE STANDARDS	% OF BIRDS GROWN TO RED TRACTOR INDOOR STANDARDS
2021	3%	13%	84%



WELFARE CASE STUDY: HOT WEATHER MANAGEMENT AND VENTILATION

In early 2020 we launched our summer ventilation programme, 'Getting Ahead of the Heat Wave' at our Anwick complex. As we all know, summers are getting hotter and enhancing preparation and managing ventilation is critical to help protect the welfare of our birds.

Heat stress is an important issue to manage and prevent when you care for chickens. We have the technology and the equipment to help protect our birds, but this equipment has to be in tip top condition and people need to know what they have to do when we face extreme

conditions, so before each summer season we review our systems and plans. We started with some new interventions in 2020 with what we call 'farm MOTs'. These are detailed checks of our farm equipment, particularly our ventilation systems, across all broiler farms to ensure that the equipment is working optimally and is fit for purpose. This has proven extremely successful in identifying any sub-optimal equipment and correcting ahead of any heat challenges that it might face.

Furthermore, we introduced farm specific summer ventilation plans, targeted at an individual farm level, with a view to ensuring we had plans to minimise any



Ventilation training carried out on farm

potential heat stress impact based on the infrastructure in place within that farm.

In 2021 / 2022 we, increased our focus on these ventilation plans and introduced 'Shed Specific Summer Ventilation Plans'. These shed specific plans use a consistent format with all the appropriate information, shed specific settings with practices to use in extreme high temperatures. These procedures were tested and trialled with farm manager input. Importantly we have been able to keep these instructions consistent and have ensured that they are visible in sheds so that during any extreme weather all staff on site, not just the farm manager, have the information they need to immediately optimise the ventilation.

We have also doubled down on ventilation training, having recognised how critical training is when dealing with extreme high temperatures. We have developed a new training programme which has been rolled out through our online training platform to all company farm managers and support staff. This content is kept up to date, refreshing the lessons learnt in the past and aligning them with new and evolving best practices.

While we recognise that our training, shed specific planning and Farm MOTs will not eradicate the issues of heat stress

under the most extreme temperatures, we do believe that it leaves us best placed to mitigate it as far as possible. Extreme heat such as the unprecedented levels we saw over the summer, are incredibly challenging and distressing for many communities, industries and sectors including our own.

The practices we have in place help protect our birds against high temperatures and we continue to work closely with our farming partners, authorities, and the wider sector to see how these can be developed as together we tackle the impact of climate change.



LOOKING AHEAD



Following on from our inaugural Animal Welfare Report last year, we are pleased to showcase positive trends across key welfare outcomes.

This year also sees us include a summary of production systems for the first time, with a breakdown of percentage of chickens grown to each industry standard. While influenced by consumer demand and customer specifications, we are committed to maximising welfare outcomes measures independent of production system.

Welfare is a condition of our business at Moy Park, and it is also a journey. We set aspirational standards which ensures we strive for continuous improvement. As evidenced in this year's case study where we outlined our efforts to tackle extreme heat, we operate in what can be a challenging and unpredictable sector. Through challenges from unprecedented hot weather to inflationary pressures and rising costs, we remain steadfast in

our commitment to the delivery of our strategy and vision to be the best and most respected company in our industry. To do this, we continue to invest in our people and processes, adopting technology that ensures we are fit for the future and refreshing our training courses for all team members and farming partners. We also work closely with others in the sector to innovate and drive the industry forward through our research and development programmes. Recent successes include our research contributing to the development and NGO approval of the 'Redbro' chicken as a higher welfare breed in addition to the continuation of our Moy Park funded PhD research programmes to assess the importance of early life management on animal welfare.

Key to our success is our focus on our people and the communities in which we operate, and I'm proud that each member of our agriculture team and partner farmers, strive to ensure welfare is a condition for our whole supply chain.

