

The Restaurant Group Animal Welfare Policy

Brand Policies and Procedures

This Policy sets out the baseline standards for The Restaurant Group as a whole. Individual divisions or brands within the Group may choose to adopt further policies and procedures, or implement additional requirements, provided they are not inconsistent with this Policy.

1. Context

We understand our guests expect us to ensure responsible animal welfare standards in our supply chain. We believe that having good animal welfare management is an important part of our business and forms part of our technical strategy to continually increase standards in our supply chain.

We recognise our responsibility to work with suppliers who are also committed to best practice in animal welfare management and to support continuous improvement in welfare standards.

All TRG procurement is subject to compliance with the TRG Supplier Technical Requirements and Food Policy. TRG considers the procurement of meat to be an area of such importance that a specific welfare policy is necessary to compliment *TRG Supplier Technical Requirements and Food policy*.

As part of our Responsible Sourcing programme, we ensure that the food policy forms part of the terms of business with relevant suppliers. We also aim to ensure that supplier performance against the policy is measured, monitored and improved where necessary.

2. Scope

Our animal welfare policy statement is applicable to all products sourced in the UK and overseas. As such, it is universal for all our relevant species including, but not limited to: beef, pork, lamb, poultry, dairy, fish, and laying hens.

3. Policy Requirements

All animal protein supplied to TRG must meet EU legislation and adhere to the principles of the Farm Animal Welfare Council (FAWC) Five Freedoms for animal welfare.

These state that, at all times, producers/farmers have a duty of care to ensure that animals are free:

- from hunger and thirst - animals must have access to fresh water and a diet which will maintain health and vigour
- from discomfort - an appropriate environment should be provided, including shelter and a comfortable resting area
- from pain, injury or disease - Ensure the prevention of illnesses, or rapid diagnosis and treatment
- to express normal behaviour - sufficient space, proper facilities, and company of the animal's own kind should all be provided
- from fear and distress - provide conditions and treatment which avoid mental suffering

TRG strongly encourages suppliers to sign up to industry approved schemes such as Freedom Foods, Assured Chicken Production (A.C.P.) or equivalent which focus on animal welfare and good husbandry techniques.

We are also committed to ensuring that:

- No illegal animal welfare or husbandry systems are in use throughout our supply chain.
- There is no genetic engineering or cloning of animals used in TRG product.
- Animals are always provided with the appropriate veterinary care when needed, medicines will only be used where it is absolutely necessary to ensure good health and welfare, and substances such as growth promoter hormones will never be used.
- Our suppliers constantly monitor the use of antibiotics in their husbandry systems to reduce the amount of medicines used in the future.
- The veterinary service in EU member states or where other countries controls the medication at farm level records any medication by the vet or supervised by the vet into the specific flock control documents.
- Antibiotics are treated as a critical control point at intake at the slaughter use. The vets at the slaughterhouses and the slaughterhouse themselves will have a medicine residue testing program in place to demonstrate compliance to residue limits and permitted antibiotics use. Where this is not compliant, the meat will not be processed for export / food.
- No farrowing crates and stalls and tethers for breeding sows are used.

3. Policy Requirements continued

- All shell eggs are sourced from hens which are RSPCA Assured Free Range providing the birds with an environment and space in excess of the legal requirement.
- All egg and derivatives used as an ingredient must come from a cage free source.
- Routine mutilation is avoided wherever possible and only to be carried out in exceptional circumstances for therapeutic purposes by a qualified veterinarian. These include, but are not limited to:
 - Tooth clipping - to protect injuries to protect sows' udders and other pigs.
 - Tail docking - to prevent injuries to pigs through tail biting
 - Castration
- All live animal transport across all species is kept at a minimum, will not exceed 8 hours and will be recorded for each delivery.
- All meat and poultry used in TRG product is humanely slaughtered, specifically requiring pre-slaughter stunning. Abattoirs are required to comply with EU regulation 1782/2015 on the Welfare of Animals at the Time of Killing (England).

4. Implementation

As a form of good practice TRG keeps records of all meat suppliers and systematically monitors the performance of suppliers covered by the Food Policy through direct communication, site audit, desk-based certification review and, where relevant, third-party verification. We have committed to annually reviewing our Food Policy to ensure it is up to date, relevant and conducive to driving continuous improvement throughout our supply chain.

As part of the implementation and review of the Food Policy our suppliers are required to:

- Demonstrate traceability and legality of all meat sources.
- Provide documentary evidence confirming certification to a farm assurance system where possible.
- Ensure TRG representatives, including third party auditors are given uninhibited access to sites used to produce TRG goods and that all documentation is accurate and complete.
- Accurately and transparently communicate when these standards are not being met or are unlikely to be met and when support is required to meet these standards.
- Ensure transparency of performance against TRG's Food Policy.
- In collaboration with farmers, suppliers ensure that legal compliance on animal welfare standards is maintained at all times.

5. Our Ongoing Commitment

TRG Commit to:

- Review the animal welfare policy on an annual basis and whenever necessary and appropriate.
- Work collaboratively with suppliers to improve animal welfare standards where our support is needed and appropriate.
- Cease trading with suppliers demonstrating persistent disregard for the animal welfare policy.
- By 2026, we will require our suppliers to meet the following European Broiler ASK requirements for 100% of the fresh, frozen, and processed chicken in our supply chain:
 1. Comply with all EU animal welfare laws and regulations, regardless of the country of production.
 2. Implement a maximum stocking density of 30kg/m² or less. Thinning is discouraged and if practiced must be limited to one thin per flock.
 3. Adopt breeds that demonstrate higher welfare outcomes: either the following breeds, Hubbard JA757, 787, 957, or 987, Rambler Ranger, Ranger Classic, and Ranger Gold, or others that meet the criteria of the RSPCA Broiler Breed Welfare Assessment Protocol.

5. Our Ongoing Commitment continued

4. Meet improved environmental standards including:

- At least 50 lux of light, including natural light.
- At least two metres of usable perch space, and two pecking substrates, per 1,000 birds.
- On air quality, at least the requirements of Annex 2.3 of the EU broiler directive, regardless of stocking density.
- No cages or multi-tier systems.

5. Adopt controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without live inversion.

6. Demonstrate compliance with the above standards via third-party auditing and annual public reporting on progress towards this commitment.