



more than meat

Kepak Group Animal Welfare Policy

Kepak Group is committed to providing the highest levels of quality and animal welfare. At Kepak Group, we work with many Cattle, Sheep and Pig farmers across Ireland to source the highest quality, best tasting products for our customer base. Animal welfare on our supplier farms is paramount and better management and care for livestock can improve livestock productivity and food quality, which benefits all parties in the supply chain.

Animal welfare is important to us as customers expect great products and also expect us to take animal welfare seriously. By having strong relationships with our farmer suppliers and using expertise in agriculture and animal welfare we can ensure the cattle, sheep and pigs we source are from the highest quality farms, are sustainable and ultimately we are producing the best products for our customers.

With the growth in our value-add business comes an increase in volume of product sourced from outside our direct farm supply chain. In 2018, Kepak set up a cross functional team dedicated to ensuring we maintain the same standards from our suppliers as from our own sites. Our responsible sourcing team will focus on all non-livestock purchasing, extending from meat and food products into packaging and consumables. This is achieved through a key focus on supply chain integrity and product quality while ensuring animal welfare standards are met and our supply chains are kept free from deforestation and modern slavery. We are currently reviewing all customer requirements to align ourselves with our customers own sustainability targets around responsible sourcing.

Kepak is dedicated to purchasing responsibly. We are committed to sourcing from sustainable and ethical suppliers and work with dedicated suppliers who share our commitments on animal welfare. Most of Kepak's raw materials are sourced directly from farms. Therefore, Kepak engage closely with our suppliers to promote best practice in farming.

Our Raw Material & Traded Goods Animal Welfare Policy has been developed to ensure our suppliers are meeting the high standards that exist in our primary processing supply chain. Kepak Group's Animal Welfare policies and Agricultural Initiatives form part of "Kepak Core" which is Kepak Group's corporate sustainability blueprint.



IT IS OUR POLICY



To insist that high standards of farm animal welfare are met and maintained at all stages of the animals life – on the farm, during transportation and in our lairages and abattoirs, to encourage best practice amongst our farmer suppliers and Kepak employees.



To only work with dedicated suppliers who share our commitments on animal welfare.

**KEPAK
CORE**



Day to day management of the animal welfare policy and its implementation is the responsibility of our animal welfare team and our procurement team.



To continuously improve our practices and procedures in line with best practice Animal Welfare Standards



To promote the highest animal welfare standards through our many Agricultural Initiatives.



OUR ANIMAL WELFARE STANDARD

- All livestock sourced by Kepak will be produced according to the Kepak Group livestock specifications and Animal Welfare Policies
- We do not permit the use of animal welfare or husbandry systems that are illegal
- We ensure all live animal transportation is kept to a minimum and long distances are avoided. Maximum transport time from farm to abattoir is 8 hours.
- No livestock will be supplied to Kepak from cloned animals or 1st generation progeny of cloned animals.
- Growth promoting substances are will not be permitted in any Kepak supply chain
- No animal should be subject to close confinement. All animals should be stocked/housed in accordance to relevant stocking density requirements as set out in our Beef, Lamb and Pork animal welfare policies.
- There must be a trained welfare officer on duty in abattoirs when animals are on site or being killed who is responsible for ensuring good animal welfare and an effective slaughter process.
- Farmer suppliers should not routinely use antibiotics on farm and should formulate a herd health plan with the assistance of their vet to ensure the best health of all livestock on farm. The use of Quinolones and 3rd and 4th generation cephalosporins are not desired for use in animals destined for Kepak. Kepak work with our supply base to ensure there is an understanding of which brands of treatments contain these products on farm to minimise their use.
- Routine mutilations should be avoided. Farmers should follow guidelines set out in our Beef, Lamb and Pork Animal Welfare Policies.
- All livestock are stunned prior to slaughter
- We aim to source as many livestock as possible from Bord Bia Quality Assured Farms

KEPAK CORE

Kepak CORE is our Blueprint for achieving Growth in a Sustainable Way. We pledge to accomplish this by putting our **Customers** first, through continual **Optimisation** of our entire supply chain, by acting **Responsibly** towards our staff, farmers, suppliers and community and by taking due care of our **Environment**.



Foundations



Our on-going commitment to animal welfare is demonstrated through our strategic sustainability blueprint, Kepak Core. Kepak Core is our blue print for achieving growth in a sustainable way. The below graphic outlines the framework of the Group Sustainability Plan in that it highlights all areas where Kepak as a Group can focus on to improve under the headings of Sourcing, Resource Use and Social Sustainability.

Farmer engagement is a key focus of our Kepak Core Strategy with focus on animal welfare, farm management, honest partnerships and knowledge transfer. Farmer engagement and animal welfare form part of the sourcing pillar of Kepak Core, as demonstrated on the graphic below.

Resource use and social sustainability are also key focus areas under Kepak Core where we run projects on energy usage, water usage, emissions, waste, Employee wellbeing, health, supporting communities, charity work, product improvement and new product development.

Kepak Core is managed by our group steering team and chaired by John Horgan, Group Managing Director.

Communication & Implementation of Kepak Animal Welfare Policy

We communicate our animal welfare policies and Code of Practice for our farmer suppliers through our procurement team, our farming newsletter, knowledge transfer events and our several agricultural initiatives and projects.

At a corporate level, our policies and plans are communicated to the senior management team and form part of Kepak Core and our “Tech News” internal newsletter.

The procurement team carry out regular visits to our suppliers where animal welfare is monitored on farm. Feedback from these audits is available on our internal supplier database. Issues arising from farm visits are tracked through the database, communicated to management and our procurement team communicate with the farmer to eradicate the issue. In addition to audits carried out by our procurement team, our policies are aligned to the Bord Bia Quality Assurance Scheme and also Irish legislation. Farmers are audited every 18 months through the Bord Bia Quality Assurance Scheme and also audited as part of cross compliance by the Department of Agriculture.



Intake Inspections

All cattle are inspected at intake by Kepak abattoir staff and by Department of Agriculture vets. Below outlines inspection criteria for animal welfare inspections after arrival onto Kepak site. Where an issue arises at intake our procurement team and animal welfare office will communicate with the farmer. These intake inspections drive continuous improvement and ensure that we remain committed to improving the health and welfare of each animal in our supply chain.

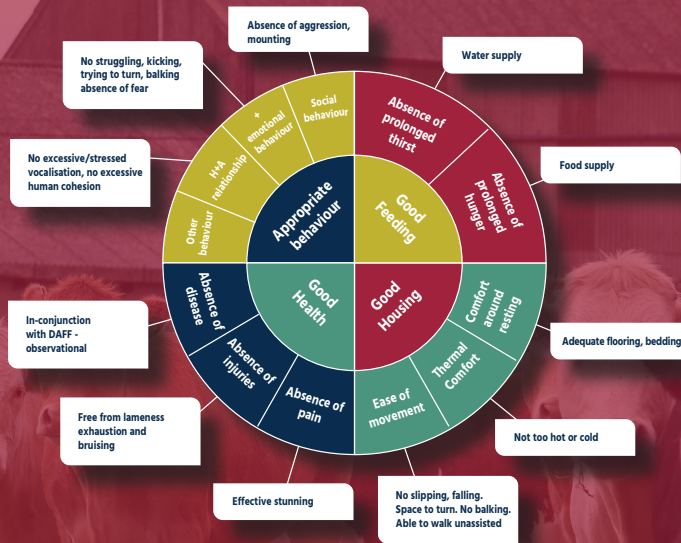
Continuous Improvement

We are committed to continuous improvement in animal welfare and to achieve our goals we work collaboratively with our farmer suppliers, as well as researchers and vets to identify ways in which high standards of animal welfare can be assured in a manner that is achievable for our supply base. We are committed to regularly reviewing our frameworks, processes and guidance to develop our approach to animal welfare and support our farming suppliers. Over the last number of years Kepak have invested heavily in upgrading our cattle intake facilities and have utilised the advice of Temple Grandin, a leading expert in this area. Kepak have also invested in employee training over the last number of years to increase the number of animal welfare officers at each site and to disseminate animal welfare knowledge across our teams.

We utilise Kepak Farm for regular knowledge transfer sessions with our farmer supply base and producer groups on topics relevant to animal welfare such as herd health, antibiotic usage, sourcing policies, intake protocols, bio-security, housing facilities, nutrition, sustainability and general management. In 2016 we began work on an AMR programme for Kepak farm and it is planned to roll this out into our supply base over the coming months. Kepak farm is also an ideal location to carry out trial work due to its scale and our ability to capture data from processing in Kepak Clonee. In the past we have trialled topics that are of interest to Kepak, the industry and customers such as:

- Stocking density & housing design
- Meat Quality
- Feed supplements & performance

All trials have been independently verified by a third party.



Kepak are actively involved in many agriculture initiatives and industry projects such as the **BETTER Farm Programme**, **Animal Health Ireland**, **ICBF** (Irish Cattle Breeding Federation), **Irish Grassland Association** and **Agri Aware** as well as supporting and collaborating in many customer specific sustainable beef groups. In 2015 Kepak also became members of **SAI** (Sustainable Agriculture Initiative)

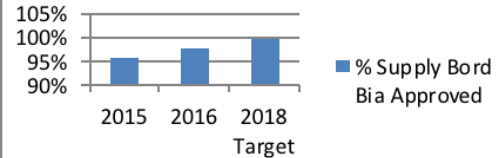
Employee Training

Kepak Group have an Animal Welfare Training programme which DAFM/ Teagasc accredited. We have an Animal Welfare SOP for all lairage, abattoir and procurement personnel as well as the Animal Welfare officers on site.



Performance & Targets

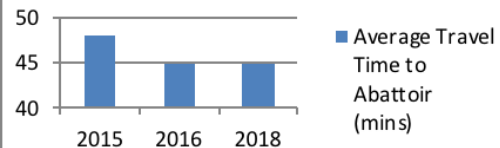
% Supply Bord Bia Approved



Number of Trained Animal Welfare Personnel per site



Average Travel Time to Abattoir (mins)



Kepak Group Agricultural Initiatives & Projects

Kepak has worked closely with our farmer suppliers for over 30 years and are industry leaders in delivering sustainable farming programmes through our dedicated procurement team. We are dedicated to the future of the Agri-Food Industry in Ireland and have invested in a number of industry related projects over the last number of years. Raising awareness and educating suppliers and consumers is key to these agricultural initiatives. Below are some of the projects we are currently supporting:

- Certified Irish Angus Producer Group
 - Kepak were the first Meat Processor to form a marketing alliance with the Certified Irish Angus Producer Group in 1997.
 - Membership started with 6 farmers and has grown to over 8,000 farmers since the group began
- Irish Hereford Prime Producer Group
 - Kepak formed a marketing alliance with Irish Hereford Prime in 2013
 - Almost 500 Kepak farmer suppliers are now members of the producer group
- KK Club
 - The KK Club was Ireland's first producer group
 - Focussed on continental Young Bulls and Heifers for the Italian market
- Teagasc/Kepak Commercial Young Bull Project
 - 4 year project focussed on creation of blueprint of production for Young Bull suppliers
- Calf to beef programme
 - Planned production of high quality cattle providing support to calf rearers and finishing farms
 - Ultimately providing our customers with excellent quality beef aligned supply chain
- Teagasc/IFJ BETTER Farm Programme
 - Kepak are proud stakeholders in the Teagasc/IFJ Better Farm Programme since it began in 2009
 - Programme focussed on increasing profit and efficiency on Irish farms
- Agri Aware
- Animal Health Ireland Beef Health Check
- Irish Grassland Association
- Certified Irish Angus Beef Schools Project

