



Hilton Food Group Animal Welfare Policy

At Hilton Food Group, animal welfare is central to our values and integral to our business, to enable us to meet our customers' expectations for high quality, sustainably reared livestock and farmed fish.

We are a customer-led business, working with, and delivering to, high standards set by our retailer partners who are themselves recognised as leading in animal welfare.

Together with our retailer partners, suppliers and farmers we are committed to the development and implementation of high welfare standards for animals and farmed fish across our global supply chains, from breeding and rearing to transportation and slaughter.

As a global business, we aim to share learnings across the different markets in which we operate, using our influence to drive progressive improvements in animal welfare that meet and exceed legal requirements.

Our approach is based on the Five Freedoms of the Farm Animal Welfare Council (FAWC):

1. Freedom from hunger and thirst
2. Freedom from discomfort
3. Freedom from pain, injury or disease
4. Freedom to express normal behaviour
5. Freedom from fear and distress

Our objectives as a business are to work with supplying partners across all species, to ensure:

1. All applicable laws and legislative requirements are met, and where possible slaughter facilities and farms are certified to independent farm assurance schemes that include actions to improve animal welfare;
2. Antibiotics are used as little as possible without compromising animal welfare, through better site hygiene, husbandry, biosecurity and other preventative measures;
3. All animals and farmed fish are effectively stunned prior to slaughter;
4. The avoidance of routine procedures such as tail docking and the use of suitable pain relief where they are used;
5. The avoidance of close confinement and, where appropriate to the species, the promotion of environmental enrichment;

6. Travel times are kept to a minimum and for livestock are not greater than eight hours;
7. No animals/farmed fish are from cloned stock or subject to genetic engineering;
8. No use of growth promoting substances or hormones; and
9. The use of welfare outcome measures to monitor standards objectively, and to use targets/ benchmarking to drive best practice across the countries we source from.

We are committed to publicly reporting our progress against this policy.

We regularly review this policy because we believe good animal welfare is a process of continual improvement and should evolve based on our own learnings, the future needs of our customers, the latest developments in scientific research and our on-going engagement with experts in the field including NGOs.

On behalf of Hilton Food Group plc:

A handwritten signature in blue ink, consisting of several overlapping loops and lines, positioned below the text 'On behalf of Hilton Food Group plc:'.

**Philip Heffer
Chief Executive Officer
July 2018**

This Policy will be reviewed again in 6 months' time