



FARM ANIMAL WELFARE STRATEGY 2024



THE
GREGGS
PLEDGE

CONTENTS

Our vision	3
Progress to date	4
Business Benchmark on Farm Animal Welfare	5
Scope and timings	6
Greggs Farm Animal Welfare Standards	7
Case Study: Promoting higher welfare for hens	10
Ensuring our suppliers maintain our standards	15
Delivering our strategy	16
Driving progress	17
Working with others	20
Current Farm Animal Welfare Performance	22
Greggs Farm Animal Welfare Policies	35
Appendix One: Welfare Outcome Measure Graphs	43



OUR VISION

“Our vision is to be the customers’ favourite food-on-the-go brand, whilst also being a responsible business. Farm Animal Welfare is a priority for Greggs: avoiding the abuse or exploitation of animals is consistent with our values as an ethical business. This includes all livestock and seafood species reared or caught for supply to us. Our Farm Animal Welfare Strategy is how we will deliver this vision.”

Malcolm Copland, Commercial Director at Greggs

The Greggs Pledge

The Greggs Pledge is our way of doing more to help people, to protect the planet, and to work with partners to change the world for the better. The Greggs Pledge includes ten commitments that focus on the challenges where we can make the biggest difference. These include a commitment to protect animal welfare:

corporate.greggs.co.uk/doing-good



PROGRESS TO DATE

Improving Farm Animal Welfare is a process. We began this journey in 2014, working with our suppliers to raise welfare standards on our meat and egg purchases.

In 2016, we turned our attention to animal welfare in our supply chain for milk, cream, liquid egg, and tuna and, in 2017, added turkey, chicken goujons, ham, breakfast bacon, mayonnaise, dairy products, and prawns. During 2018 and 2019 we added the rest of our meat products and, in 2022, included all remaining materials – every product or ingredient that contains meat, egg, dairy, or seafood as a component. We are proud to now be able to say that every product or ingredient that is, or contains, meat, egg, dairy, or seafood is covered by our Farm Animal Welfare Strategy.

Raising animal welfare standards in our supply chain is a team effort: we are in ongoing conversations with our suppliers, setting out what we expect from them, and supporting them to achieve it. This engagement usually begins with educating a supplier on the issues that concern us and the Greggs Farm Animal Welfare Standards, which we then support them to deliver through visits, audits, and questionnaires.



The Greggs Farm Animal Welfare Standards

Our suppliers must meet or exceed the Greggs Farm Animal Welfare Standards – a clear set of rules that we developed with consideration of the Farm Animal Welfare Committee's 'Five Freedoms' for livestock.

They encompass both the mental and physical well-being of animals reared to provide ingredients and products, and recognise that farm animals are sentient beings that deserve to be treated with respect.

The Five Freedoms are widely recognised as the founding principles of good animal welfare, and form the basis of UK and EU animal welfare legislation.

The Five Freedoms are:

- Freedom from hunger and thirst – by ready access to fresh water and a diet to maintain full health and vigour
- Freedom from discomfort – by providing an appropriate environment including shelter and a comfortable resting area
- Freedom from pain, injury, or disease – by prevention or rapid diagnosis and treatment
- Freedom to express normal behaviour – by providing sufficient space, proper facilities, and company of the animal's own kind
- Freedom from fear and distress – by ensuring conditions and treatment which avoid mental suffering

See pages 7 to 9, below, to see how these freedoms have been applied in the Greggs Farm Animal Welfare Standards.

BUSINESS BENCHMARK ON FARM ANIMAL WELFARE

We are heartened to see that across the UK – and indeed the world – farm animal welfare standards are steadily improving. Many food businesses are working hard to improve welfare standards in their supply chain because it is the right thing to do, and their employees and consumers are demanding change.

The Business Benchmark on Farm Animal Welfare (BBFAW) is the leading global measure for farm animal welfare management, policy commitment, performance, and disclosure in food companies.

We chose to participate in the first BBFAW in 2012 and have done ever since. It helps us to demonstrate our commitment to continuous improvement in both our performance on farm animal welfare and the quality of our reporting. As we implemented our Farm Animal Welfare Standards, we climbed from Tier 5 in 2012 to Tier 2 in 2016, holding that rank until the last assessment in 2021.

Since then, the BBFAW standard has been reviewed and its requirements significantly strengthened. We took part in the pilot for the new standard in 2022 and were proud to achieve an overall percentage of 51% (the average of all the companies participating was 16%) and a performance impact score of 32% (compared with an average score of 6%).

The 2023 BBFAW report was the first to be issued using the new standard. We were proud to achieve a Tier 3 rating with an overall percentage of 60%, putting us in the top 9 of the 150 companies assessed (123 companies were in Tiers 5 or 6 and the average company score was 17%). We were pleased to receive a performance impact rating of 'D' with a score of 41%, putting us in the top 10 (140 of the companies that were rated 'E' or 'F' and the average company score was 7%).



SCOPE AND TIMINGS

We began implementing the Greggs Farm Animal Welfare Standards in 2014, setting targets for certain products and ingredients each year, and sometimes achieving our aims ahead of schedule.

See pages 7 to 9 to read about the standards we expect our suppliers to adhere to, by category. We will continue to review recognised farm animal welfare standards, guides, and legislation to support the development of our policies for each category.

The table to the right lists all the animal products that we purchase, organised by category. The Greggs Farm Animal Welfare standards and policies apply to both products and ingredients, meaning that we have improved the welfare standards for all of the animals that provide our meat, egg, dairy, and seafood. We do not purchase any materials from aquaculture.

All current purchases	Examples	Year
Meats		
Beef	Beef chuck, flank, and brisket	2014
Chicken	Chicken breast	2014
Mutton	Mutton trim	2014
Pork	Pork shoulder	2014
Turkey	No current purchases	2017
Meat products including		
Beef	Mince Pie and Beef & Vegetable Pasty	2018
Chicken	Chicken Goujons and Popcorn Chicken	2017
Mutton	Scotch Mince Pie	2018
Pork	Breakfast sausage, bacon, ham, pepperoni, and Pigs in Blankets	2017
Turkey	Festive Soup	2018
All	All products containing meat as a component	2022
Egg (Hen)		
Cooked	Free-range hard-boiled egg	2014
Egg product	Free-range egg mayonnaise premix, mayonnaises, and free-range omelettes	2015
Processed	Liquid egg	2014
All	All products containing eggs as a component	2022
Dairy (Cow)		
Milk and cream	Semi-skimmed milk and whipping cream	2017
Dairy products	Butter, cheese, yoghurt, and quark	2017
All	All products containing dairy as a component	2022
Wild caught seafood		
Tuna	Skipjack tuna	2016
Tuna products	Tuna salad	2016
All	All products containing seafood as a component	2022

GREGGS FARM ANIMAL WELFARE STANDARDS

We have eight farm animal welfare standards that we ask our suppliers to meet:

- 1 EVERY animal is stunned before slaughter**
- 2 NO animal is transported for over 8 hours**
- 3 NO animal is kept in close confinement**
- 4 NO pigs are reared using sow stalls**
- 5 NO animals are reared using growth promoting substances**
- 6 NO animals are genetically modified or cloned**
- 7 NO dairy cow is tethered**
- 8 NO dairy cow has its tail docked**

These eight standards are based on our farm animal welfare policies. In some cases, we have already achieved our objectives and are now maintaining them. In others, we are working with our suppliers to move closer to our goal.

We monitor each of these key performance indicators through supplier questionnaires, third party accreditations, site visits, trace audits, and farm animal welfare audits.



1 EVERY animal is stunned before slaughter

100% in 2023

100% of the animals that provide the meat that was supplied to us in 2023 were stunned before slaughter, meaning they were unconscious and therefore did not experience anxiety, pain, or distress. We continue to work with our suppliers to ensure that this stays at 100%.

2 NO animal is transported for over 8 hours

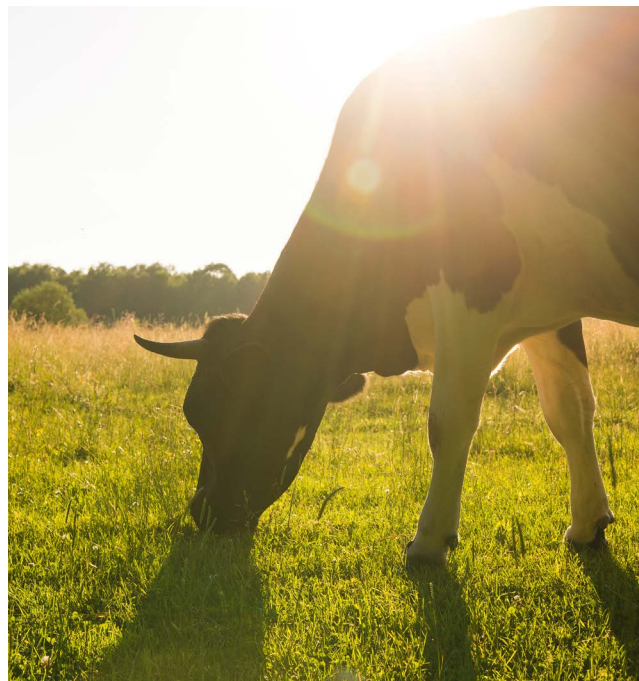
Less than 3.1% in 2023

In 2023, fewer than 3.1% of all animals in our supply chain were transported for more than 8 hours, down from 3.5% in 2022. Most of these animals were end-of-lay hens and dairy cattle providing pooled milk ingredients. Two of our egg suppliers transport their end-of-lay hens for up to 12 hours to an RSPCA-assured abattoir. We continue to aspire to reduce this to zero, but do not have a target date. In 2023, 71% of broiler chickens and 24% of laying hens were transported for less than 4 hours.

3 NO animal is kept in close confinement

0% of broiler chickens, laying hens, beef cattle, turkeys, and sheep in 2023

We work with our suppliers with the goal of ensuring that 100% of animals are free from close confinement. We have achieved this for broiler chickens, laying hens, beef cattle, sheep, and turkeys. We are not yet able to set a target date for dairy cattle, since dairy ingredients are often pooled preventing full transparency. We are proud that all our eggs are now from cage-free laying hens, ahead of our target of the end of 2024.



4 NO pigs are reared using sow stalls

Reduced to 7.9% in 2023

Pigs that are housed in sow stalls and farrowing crates have fewer opportunities to engage in natural behaviour or interact socially with other pigs. We continue to make good progress on reducing the proportion of pigs reared using sow stalls, down from 52% in 2020, and we welcome EU legislation to exclude the use of sow stalls and farrowing crates. We will end the use of sow stalls by the end of 2024 and end the use of farrowing crates by the end of 2035.

5 NO animals are reared using growth promoting substances

0% in 2023

Outside of the UK and EU (where they are banned) some farmers use growth promoting substances to increase milk production or speed up growth, but evidence shows that this can have a negative impact on an animal's welfare and strain their body. We require that our suppliers do not use them.

6 NO animals are genetically modified or cloned

0% in 2023

Genetic modification and cloning can lead to the creation of animals that are oversized, weak, and susceptible to disease. We require that genetically modified animals are not reared to provide our materials.

7 NO dairy cow is tethered

Less than 3.8% in 2023

Tethering limits movement and the opportunity to exhibit their natural behaviours. None of the cows providing our milk, cream and dairy products are tethered (96.2% of the dairy cows in our supply chain) and our suppliers use other methods to keep dairy cows safe, such as fencing or indoor group housing. Due to complex supply chains for milk ingredients where they are pooled, full transparency is not possible. We are unable to exclude the possibility that tethering is practised for a small proportion of the remaining dairy cows in our supply chain. Our aim is for no dairy cow to be tethered by 2030.

8 NO dairy cow has its tail docked

Less than 3.8% in 2023

None of the cows providing our milk, cream, and dairy products have their tails docked. As above, due to complex supply chains, we are unable to exclude the possibility that tail docking is practised on rare occasions.

<https://corporate.greggs.co.uk/doing-good/better-business#promotinganimal-welfare>

PROMOTING HIGHER WELFARE FOR HENS

Greggs Broiler Chicken Standard

Reducing stocking density, improving mobility and leg health for broiler chickens

Stocking density is the measure used to calculate how much space and freedom a chicken has to move around: the lower the number, the more space they have. In addition to the Key Performance Indicators, we also have an ambition to reduce the stocking density of 100% of broiler chickens supplied to us to 30Kg/M² or less.

We report on this figure annually: in 2023 65% of our broiler chickens were raised at a stocking density of 30kg/M² or below (up from 49% in 2022) and we hope to reach 100% by 2026. Meanwhile, we have set a maximum stocking density of 38kg per square metre – which goes beyond EU and UK legislation – and we are proud that this was achieved by the end of 2022 and maintained in 2023.

In addition to this, we have demonstrated our commitment to improving the welfare of broiler chickens by signing up to the European Chicken Commitment (ECC) which requires slower growing breeds. These breeds typically have better welfare outcomes such as improved leg health, walking ability, and general health and well-being.

We aimed to meet the provisions of the ECC by 1st January 2026, but this is proving challenging and may take us longer than expected. We have therefore chosen to deliver the main requirements of the ECC sooner. We have developed the Greggs Broiler Chicken Standard which will ensure that all broiler chickens are reared at a stocking density of 30Kg/M² or less by the end of 2025, and we are rolling out new measures in 2024 to improve welfare outcomes particularly for mobility and leg health. Walking ability is a good indicator of leg health and our mobility requirements, as measured by Gait score, go beyond the ECC requirements. We also continue to measure three other leg health indicators: the leg cull rate, hockburn, and pododermatitis.

Welfare outcome measure	Target	2022	2023
Stocking density under 30Kg/M ²	100%	49%	65.2%
Total mortality	Less than 3%	2.8%	2.9%
Leg cull rate	Less than 1%	0.7%	0.7%

CASE STUDY

Free-range laying hens

Free-range hens spend their lives free from close confinement, including cages, have more freedom to move around, and are given access to an outside range. They are also able to express their normal behaviours, including perching and pecking: chickens like to sit at a height, and pecking is one of their basic needs. The benefit of these interventions is seen in both the hens' mental well-being and their behaviour. Measurable outcomes include the hens' reactions (to humans, novelty, fear, and comfort) and the time they spend expressing normal behaviour like pecking, perching, dust bathing, and socialising.

We are proud to have held the Good Egg Award from Compassion in World Farming (CiWF) since 2014 for our use of free-range whole/shell eggs. In 2015, we successfully launched free-range omelettes into our breakfast sandwiches.

In recognition of our commitment to source our liquid egg from eggs laid by cage-free hens by 2022, we received a second Good Egg Award from CiWF for egg ingredients in 2017. We were proud to deliver on this commitment more than two years ahead of schedule: since September 2019 all our liquid egg has been from eggs laid by free-range hens. We are proud to have delivered on this commitment early, ensuring that all eggs are from cage-free laying hens ahead of the end of 2024 target.



GREGGS PLEDGE

Doing good and leading positive changes

At Greggs, we're dedicated to doing good and leading positive changes. Since we began, we've found ways to make the world a better place. Whether that's helping people in our local community or raising money for a national charity, we have always believed in sharing our success with others.

In 2021, we launched The Greggs Pledge, setting out ten areas where we wanted to make the world a better place. We committed to help build stronger, healthier communities, make the planet safer and do more to be a better business.

We've always been committed to doing the right thing, but we wanted to be more specific about how we channel our efforts and resources. We reflected on what we could do to have the most positive impact on the world around us, and have chosen to dedicate our efforts to three areas: communities, the planet, and our approach to business. We have set ourselves ten stretching targets to be achieved by the end of 2025.

Building stronger, healthier communities

We pledge to play our part in improving the nation's diet by helping to tackle obesity, providing free breakfasts to schoolchildren, and giving surplus food to charities.

Making the planet safer

The impact of climate change remains both real and frightening, and our work towards our long-term net zero goals has started well.

Becoming a better business

Being a good corporate citizen is important. We're striving to make things better in our supply chain and we're working in partnership with our suppliers to look after workers and ensure we procure in more responsible and sustainable ways.



CASE STUDY

Reducing our reliance on animal-sourced foods

Our customers tell us that they want to eat less meat for a range of reasons, including concerns about animal welfare, health, and the environment. Reducing our reliance on animal-sourced foods is an important part of how we can help to protect our planet for future generations by reducing carbon emissions. As well as protecting against climate change and reducing the use of the planet's natural resources, like water, a more plant-based diet benefits nature by helping prevent deforestation, increasing biodiversity, and supporting soil restoration.

Our vegan and vegetarian products

In 2019, we began producing vegan versions of our most popular meat-based products, such as our Vegan Sausage Roll. We have steadily added to this range. Whether our customers come to us for breakfast, lunch, dinner or just a snack, we always have at least one great vegan product on offer – and usually several.

We want to grow this range further and, during 2023, launched several exciting new plant-based savoury bakes, introducing a new flavour every 12 weeks which helped to build excitement around the range. This included our Spicy Vegetable Curry Bake and our Mexican Chicken-Free Bake.

We also added a limited-edition vegetarian flatbread to the range, Onion Bhaji, and reintroduced our Vegan Christmas Baguette. The delicious bhaji gives this product a real punch and results in a satisfying product that is not only packed with flavour, but better for the planet.

In 2023, sales of our Vegan Range meant that 1125t of animal-sourced materials were replaced by plant-based alternatives.

We have developed a policy to help demonstrate our commitment to reducing our reliance on animal-sourced foods:

- We're committed to reducing our reliance on animal-sourced foods. We will do this directly by replacement, using plant-based alternatives, or removal through reformulation and by reducing waste.
- We'll measure and report the quantity of animal-sourced foods that have been replaced by plant-based alternatives or removed by reformulation from our global supply chain.

Targets for reducing reliance on animal-based foods

By the end of 2025:

- We are committed to maintaining our vegan product sales as a proportion of our total sales as our business grows.
- We'll use more alternatives to animal-sourced foods than the 1125t tonnes in 2023.



CASE STUDY

Cutting food waste in our production sites

Another way to reduce our use of animal-sourced foods is to improve efficiency and avoid waste. One of the ten commitments in the Greggs Pledge is to put an end to food waste.

In our manufacturing sites, we have reduced food waste by 29% since 2018, exceeding our target of a 25% reduction. Our challenge now is to keep food waste at this level as production levels increase.

During 2023, food waste from our factories was less than 0.2% of our total sales and, for the first time, each site was working towards a specific food waste reduction target.

However hard we work, our quality standards mean there will always be a little bit of food waste, but we aim to keep it out of landfill. Product from our savoury production line that is not quite right for our main Greggs estate is now collected and sold in local Greggs Outlet shops. The rest is sent to be turned into animal feed or to be used in an anaerobic digester which turns it into biogas. This is the process at all of our production facilities across the UK.

Cutting food waste in our shops

Our ambition is to redistribute all the unsold food from our shops at the end of every day. During 2023, we managed to save 42% of our unsold food from going to waste – an increase of 4% on 2022.

We now have 35 Outlet shops around the country selling day-old Greggs products at a big discount. During 2023, we passed around 2,600 tonnes of surplus food to this network of shops which is around 44% more than 2022.

Anything that we cannot offer to our customers at a discount via our Outlet shops is offered free to charities in the neighbourhood. We gave away over 1,000 tonnes of food this way in 2023.

Over 1,000 shops now feature on the Too Good To Go app which gives us another channel through which to redistribute unsold food. Through the app, we sell 'Surprise Bags' of Greggs goodies.

Anything that we can't redistribute through these channels is sent back to our factories and sent to an anaerobic digester, meaning 100% of our unsold food is diverted from landfill.



ENSURING OUR SUPPLIERS MAINTAIN OUR STANDARDS

The Greggs Farm Animal Welfare Standards are incorporated into the contractual obligations for all suppliers of raw materials and products from livestock and seafood. The standards are included in our 'supplier pack' of policies and our terms and conditions require full compliance with these policies.

We monitor the performance of our suppliers through farm animal welfare questionnaires, third party accreditations, site visits, trace audits, and farm animal welfare audits. Our supplier questionnaires include Welfare Outcome Measures which enable us to monitor the welfare of livestock.

The questionnaires require any changes in farm animal welfare to be authorised by Greggs. Where there is a non-compliance with our requirements, our actions can result in a supplier and/or supply site being delisted.

Requirements for the approval of new supply sites include the completion of a satisfactory farm animal welfare supplier questionnaire. We have and will continue to reject supply sites for unsatisfactory responses to our questionnaire. In 2022, we directed a supplier to move supply to meet our stocking density target.

We continue to review our Key Performance Indicators (KPIs) as shown on pages 7 to 9, to monitor our farm animal welfare performance.



DELIVERING OUR STRATEGY

Accountability

Farm animal welfare and reducing our reliance on animal-sourced foods is the responsibility of the Commercial Director who reports directly into our Chief Executive. The Commercial Director is supported by our cross-functional Customer Health and Responsible Sourcing team (CHaRS) which is accountable for delivering our responsible sourcing business objectives, including farm animal welfare and reducing our reliance on animal-sourced foods. Our Sustainability and Farm Animal Welfare (SFAW) Manager is responsible for the day-to-day farm animal welfare activities and to reduce our reliance on animal-sourced foods.

Communication

We want to raise awareness of the issue of farm animal welfare within our company and regularly discuss the topic at our management conferences for our retail, bakery, and head office managers.

Training

Our supplier technologists and the SFAW Manager have completed Welfare Officer training at Bristol University as well as refresher training in 2018 and 2022. Farm animal welfare awareness sessions have been completed for our Central Services Technical Team. One of our supplier technologists also completed the BRC Poultry course in 2017. Our SFAW manager and a supplier technologist are qualified welfare officers.

Building and sharing knowledge

We meet with relevant NGOs and regularly join forums, round tables and conferences dedicated to farm animal welfare issues or reducing reliance on animal-sourced foods, to learn from our peers and share what we know. Recent examples include:

- We attended ECC working group meetings with CiWF to help support progress on implementation.



- Visits to Newcastle University's research farm to view capabilities and explore collaboration opportunities.

Animal-sourced food purchases in 2023:

- Beef: 3,700 tonnes
- Chicken: 6,000 tonnes
- Pork: 19,000 tonnes
- Mutton: 10 tonnes
- Turkey: 2 tonnes
- Dairy: 41,000 tonnes
- Egg: 1,700 tonnes
- Fish: 1,000 tonnes

DRIVING PROGRESS

Below we share some of our key actions over recent years:

In 2023 we:

- Introduced Greggs Broiler Chicken Standard and updated Greggs Farm Animal Welfare (FAW) standards.
- Moved our breakfast bacon and lorne sausage to sow stall-free pork.
- Moved our sandwich bacon and ham to RSPCA assured outdoor bred pork.
- Increased the proportion of our chicken meat from broiler chickens reared at a maximum of 30Kg per M² from 49% to 65%, with 100% at a maximum of 38Kg per M² for the second successive year.
- The remainder of our egg supply now comes from cage-free laying hens.
- Introduced reporting on the proportion of broiler chickens and laying hens that were transported for less than 4 hours. In 2023, 71% of broiler chickens and 24% of laying hens were transported for less than 4 hours.
- Our supplier monitoring programme included 19 trace and FAW audits confirming FAW claims, certifications and origins.
- We continued our supplier engagement with suppliers on welfare monitoring, reporting, and sustainability. We completed education sessions with four suppliers on the requirements of BBFAW and our FAW requirements and objectives.

In 2022 we:

- Added materials that contain meat, egg, dairy, and seafood as a component to the scope of our FAW strategy and policies.
- Achieved our target for a maximum stocking density of 38Kg per M² for all chicken meat.
- Moved the majority of the pork for our breakfast bacon to sow stall-free.
- Our supplier monitoring programme included 21 trace and FAW audits confirming FAW claims, certifications and origins for beef cattle, broiler chickens, pigs and laying hens. Two of our supplier technologists also completed a chicken supplier audit in Thailand.
- We continued our supplier engagement with beef, chicken, eggs, and pork suppliers where discussion topics included welfare monitoring, reporting and sustainability. We completed education sessions with four suppliers on the requirements of BBFAW and our FAW requirements and objectives.
- SFAW manager and a supplier technologist completed FAW welfare officer refresher training.

In 2021 we:

- Completed a review of Greggs Farm Animal Welfare (FAW) Standards to confirm our current expectations from suppliers for the welfare of the livestock providing our materials.
- Developed and implemented an online FAW questionnaire for our suppliers to confirm the welfare conditions of the livestock providing our materials.
- Completed a review of our FAW audit, working with pork, chicken, and egg suppliers.
- Developed our plan to reach Tier 1 in the BBFAW assessment (known as our 'Tier 1 Roadmap').
- Appointed a Sustainability and Farm Animal Welfare Manager.
- Increased our supplier monitoring, including trace audits confirming FAW claims, certifications, and origins for beef cattle, broiler chickens, pigs, and laying hens.
- We increased our supplier engagement, including beef, chicken, eggs, and pork suppliers, where discussion topics included welfare monitoring, reporting, and sustainability. Regular welfare meetings are now held with key suppliers of chicken, eggs, and pork where WOM reporting is discussed.
- Held meetings with two chicken suppliers to discuss the European Chicken Commitment (ECC). Monthly Welfare Outcome Measure data is provided by an additional two suppliers.

In 2020 we:

- Completed a review of our pork supply to ensure that all pork meat purchases will be from farms where sows are not kept in sow stalls.
- Visited a chicken producer in Thailand, covering all stages of their fully integrated supply chain from feed mill to hatchery, rearing, and finished product. We also discussed slower growing breed trials.
- Reviewed our Welfare Outcome Measures (WOMs) ensuring that we had at least two for each species. Additions include beef cattle use of backup stuns and sheep Dead on Arrival (DOA). We also tightened the limits for some WOMs, for example, we are reducing the target lame rate from 1.5% to 0.75% for sheep.

In 2019 we:

- Removed the highest priority Critically Important Antibiotics in human health from the chicken meat that we purchase.
- Worked with producers to purchase direct, including mature cheddar for slicing and grating, and free-range eggs for liquid egg.
- Moved our mutton supply to farm assured mutton with improved welfare reporting.
- Completed a pig welfare workshop with a pork supplier.
- Completed UK pig farm visits with a pork supplier.
- Completed trace audits to confirm the Red Tractor assured status of our milk.
- Visited laying farms with a RSPCA Freedom Foods assessor.



In 2018 we:

- Completed a multi-species trace audit at a key supplier to verify FAW origin and status, and ran trace audits within our supplier approval and monitoring activities.
- Explored alternative sources of beef and chicken with supplier partners, benchmarking against our FAW standards.
- Continued to work with suppliers to develop our reporting on WOMs.
- Confirmed compliance against most of the requirements of the 2026 Better Chicken Commitment with our broiler chicken suppliers. The requirements have been added to our supplier questionnaires to monitor progress.

In 2017 we:

- Explored alternative EU sources of beef where we visited farms, an abattoir, and a cutting plant with supplier partners to benchmark against our FAW standards.
- Continued to develop WOMs with our suppliers, adding dairy cattle and further suppliers. Targets were developed and added in consultation with CiWF and our suppliers, following a review of targets established by organisations including 'AssureWel', AHDB, and Red Tractor.

In 2016 we:

- Held supplier education workshops with a pork meat supplier and a pork product supplier, building FAW knowledge. We explained Greggs' approach to FAW, our expectations in our FAW strategy, and the completion of FAW supplier questionnaires.
- Visited free-range laying farms.
- Met with a chicken supplier to confirm our antibiotic requirements.
- Visited UK pig, beef cattle, and lamb abattoirs.
- Visited UK pig and beef cattle cutting plants.
- Visited a pig farm, abattoir and cutting plant, and a pork product manufacturing site with a key pork supplier in Denmark.

WORKING WITH OTHERS

We regularly engage with NGOs and peer companies to keep at the forefront of the latest research and anticipate changes to regulation. Following an event or workshop, we routinely draft a summary document to share knowledge within the business.

Below are some examples from recent years:

Engagement activities in 2023 included:

- We attended CiWF's ECC broiler forum in London and its webinar on humane reversible stunning for broiler chickens.
- We contributed to the CiWF project on the future of proteins by providing an interview and completing a survey.
- Attended CiWF's Extinction or Regeneration conference and its FAW legislation webinar.

- Attended Newcastle University Cockle Park Farm regenerative pig rearing and sustainability project meetings.
- Attended the RUMA webinar conference on the responsible use of medicines.
- Attended the BBFAW consultation webinar and met with them to provide feedback on the new BBFAW standard.

Engagement activities in 2022 included:

- We attended ECC working group meetings with CiWF to help support progress on implementation.
- We attended the CiWF award ceremony.
- Regular NGO engagement including CiWF and BBFAW.
- Visits to Newcastle University's research farm to view capabilities and explore collaboration opportunities.

Engagement activities in 2021 included:

- Attending the CiWF Humane Slaughter for Aquaculture Fishes webinar.
- Attending the Winterbotham Darby webinar 'What does the future of sustainable pig farming look like?'
- Attending ECC working group meetings.
- Increased NGO engagement including regular meetings with the CiWF Food Business Manager. Meetings were also held with RSPCA Assured and Red Tractor Assurance.

Engagement activities in 2020 included:

- Signing up to the European Chicken Commitment (ECC) with CiWF. Ensuring that the broiler chickens will continue to be free from close confinement with more space to express their normal behaviours. With an improved quality of life, illustrated by improved WOMs.
- Attending the CiWF Round Table on Effective Electrical Stunning workshop.

Engagement activities in 2019 included:

- Engagement with NGOs on the ECC.
- Attending the CiWF European Broiler forum with our main chicken supplier and producer.
- The development of a list of key broiler WOMs and planning breed trials with the producer.
- We joined the Food Ethics Council, one of our Supplier Technologists attended the meeting on fish welfare: 'Some Animals Are More Equal Than Others'.
- We joined BRC Agriculture Working Group.

Engagement activities in 2018 included:

- Working with NGOs on our progress on the requirements of the ECC and other initiatives to improve FAW and the availability of products with better welfare credentials.
- Working with Newcastle University Business School to provide a case study supporting the completion of an academic paper about the institutionalisation of the BBFAW benchmark into business operations.
- Participation in BRC Antimicrobial Resistance Stewardship Working Group.
- Participation in BRC Responsible Aquatic Sourcing Working Group.

Engagement activities in 2017 included:

- Meetings with Red Tractor Assurance.
- Visiting Newcastle University's Cockle Park Farm in Northumberland, including the pig safe facility.
- Meeting at Newcastle University Business School and contributing to a future BBFAW academic paper.
- Joining the BRC Antimicrobial Resistance Stewardship Working Group.
- Attending the joint conference by RUMA and the VMD 'Facing up to the AMR challenge' (Antimicrobial Resistance).
- Participation in the BRC Responsible Aquatic Sourcing Working Group.
- Attending Campden BRI seminar on Hepatitis E.

Engagement activities in 2016 included:

- Meeting with the Danish Agriculture Food Council and SEGES (Danish Pig Research Centre) in Denmark. This included the Danish animal welfare and quality schemes and management of antibiotic usage. As part of Gregg's ongoing engagement with the Royal Wolverhampton NHS Trust, we gave a presentation on antibiotics and Antimicrobial Resistance (AMR) to the Chief Executive and Consultant Microbiologist.



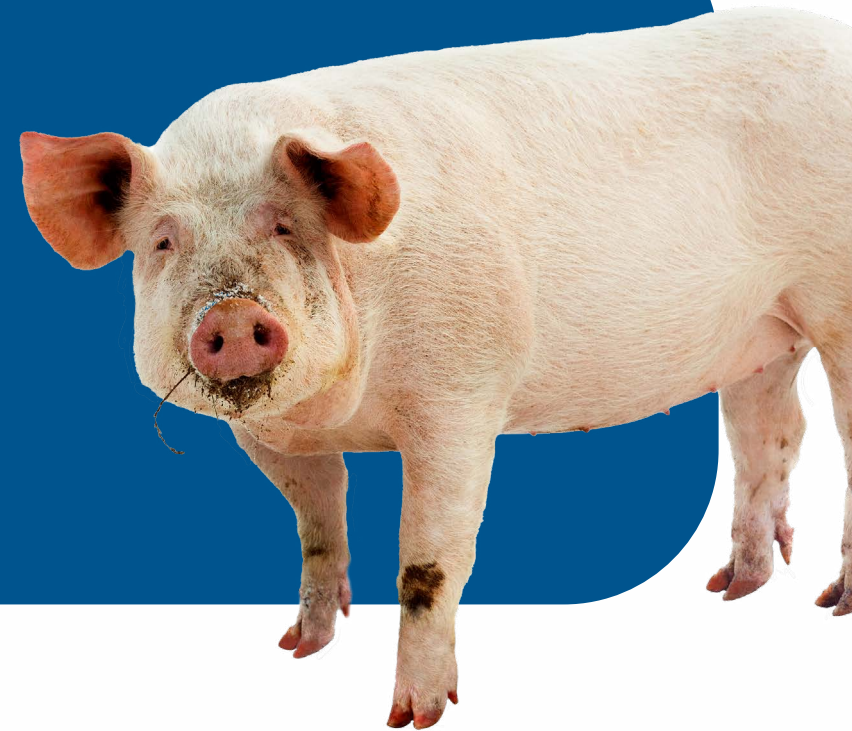
CURRENT FARM ANIMAL WELFARE PERFORMANCE

Pork and Pork Products

- Within our global supply chain for all pork and ingredients containing pork:
 - 100% of all pigs are provided with species-specific environmental enrichment for the proper expression of rooting, pawing, and chewing behaviours, which includes straw and other manipulable materials such as wood.
 - 100% of the pork shoulder that we purchase is from farms where sows are not kept in sow stalls. In total, 92.1% of sows in our supply chain were free from sow stalls in 2023. For the rest of our supply, the sows are kept in sow stalls for the first four weeks of their pregnancy and 97% of sows spend up to 5 weeks in farrowing crates. In 2023, 3.2% of all sows spent zero days in farrowing crates. We continue to work with our suppliers to
- reduce the use of sow stalls and farrowing crates.
 - 100% of all pigs are kept free from close confinement as they are reared in a group housed environment.
 - 100% of all pigs are free from routine surgical interventions. Suppliers are required to only make surgical interventions, such as tail docking, when previous attempts to prevent tail biting have been unsuccessful.
 - Over 99.9% of all pigs are transported in 8 hours or less. The maximum live journey time is 8 hours with typical and average times of 4-6 hours.
 - 100% of all pigs are pre-slaughter stunned.
- Welfare outcome measure (WOM): over 99.9% of all pigs received an effective first stun in 2023. Less than 0.1% were given a back-up or a repeat stun. We will continue to monitor this with our suppliers.
- 2.70% of all pigs are free from tail docking.
- We are committed to using the most humane methods of pre-slaughter stun. For pigs this is considered to be avoiding the use of high concentration CO₂ systems. We will continue to work with our suppliers to encourage them to use the most humane methods.
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for all pigs.

CURRENT FARM ANIMAL WELFARE PERFORMANCE

- Growth promoters are not used.
- We are working with our suppliers to reduce and ultimately stop routine metaphylactic and prophylactic antibiotic treatment.
- No genetically modified or cloned pigs are permitted.
- Pigs are reared in conditions which are compliant with EU and source country FAW legislation.
- The male pigs reared to supply UK sourced pork are not castrated, we continue to work with our suppliers to avoid castration.
- The pork meat supplied to us is accredited to at least one of the following standards; Global Red Meat Standard (GRMS), Danish Product Standard, UK Contract, British Quality Assured Pork (BQAP) standard, Red Tractor Farm Assurance (or equivalent) and Quality Meat Scotland (QMS).
- The pork meat supplied to us is sourced from the UK and Europe.
- The pigs reared to supply all pork meat to us are from third party farm assured sources.
- WOMs for pigs include the lame rate and the effective stun rate which are reported regularly by suppliers. WOM Graphs for each species are in Appendix 1.



CURRENT FARM ANIMAL WELFARE PERFORMANCE

Beef and Beef Products

- Within our global supply chain for any beef including ingredients:
 - 100% of all cattle providing meat are free from close confinement.
 - No cattle providing meat are kept in CAFOs (Concentrated Animal Feeding Operations) or feedlots.
 - 100% of all cattle providing meat are free from tethering.
 - At least 98.9% of all cattle providing meat are provided with species-specific environmental enrichment for the proper expression of normal behaviours. This includes range shelter.
 - 56.2% of all cattle providing meat are free from routine surgical interventions.
 - 48.6% of cattle providing meat are free from disbudding or dehorning.
 - Our suppliers don't currently provide data
- for the proportion of cattle providing meat that are kept group-housed throughout rearing. We will continue to encourage them to report this data.
- At least 98.1% of all cattle providing meat are transported in 8 hours or less, the maximum target live journey time is 8 hours. Typical live journey times are 1-4 hours.
- 100% of all cattle providing meat are pre-slaughter stunned.
- WOM: 99.3% of all cattle providing meat received an effective stun in 2023. Less than 0.7% were given a back-up or a repeat stun, we will continue to monitor this with our suppliers.
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for all cattle providing meat.
- Growth promoters are not used.
- We are working with our suppliers to reduce and ultimately stop routine metaphylactic antibiotic treatment.
- No genetically modified or cloned cattle are permitted.
- Cattle providing meat are reared in conditions which are compliant with EU and source country FAW legislation.
- Our beef purchases are sourced from the UK and Europe.
- WOMs for cattle providing meat include the lame rate and the backup stun rate which are reported regularly.



CURRENT FARM ANIMAL WELFARE PERFORMANCE

Mutton and Mutton Products

- Within our global supply chain for all mutton including ingredients for all sheep:
 - 100% of all sheep are reared outdoors on grass pasture unless prevented by adverse weather.
 - 100% of all sheep are free from close confinement.
 - 100% of all sheep are free from routine surgical interventions, such as tail docking or castration.
 - 100% of all sheep are pre-slaughter stunned.
 - WOM: at least 99.6% of all sheep providing meat received an effective first stun in 2023. Less than 0.4% were given a back-up or a repeat stun. We will continue to monitor this with our suppliers.
- 100% of all sheep are transported in 8 hours or less, the maximum live journey time is 8 hours. Typical and average live journey times for sheep are less than 3 hours.
- 100% of all sheep are provided with species-specific enrichment.
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for all sheep.
- Growth promoters are not used.
- Routine prophylactic antibiotic treatment is not practised.
- We are working with our suppliers to reduce and ultimately stop routine metaphylactic antibiotic treatment.
- No genetically modified or cloned sheep are permitted.
- Sheep are reared in conditions which are compliant with EU and source country FAW legislation.
- The mutton meat supplied to us is sourced from the UK.
- All sheep providing mutton are reared by third party farm assured farmers.
- WOMs for sheep include the lame rate and the Dead on Arrival rate (DOA) which are reported regularly.

CURRENT FARM ANIMAL WELFARE PERFORMANCE

Chicken and Chicken Products

- Within our global supply chain for any chicken including ingredients:
 - 100% of all broiler chickens are free from close confinement.
 - 100% of all broiler chickens are free from routine surgical interventions, such as beak trimming.
 - 71% of all broiler chickens are transported in less than 4 hours (100% in 8 hours or less), the maximum live journey time is 8 hours.
 - Typical and average live journey times for broiler chickens are 1-4 hours. We are working with our suppliers to reduce poultry transport times to less than 4 hours.
- All chicken meat is provided by broiler chickens.
- 100% of all broiler chickens are pre-slaughter stunned.
- WOM 100% of all broiler chickens received an effective stun in 2023. None were given a backup or a repeat stun. We will continue to monitor this with our suppliers.
- 86% of all broiler chickens have third-party auditing in place, up from 73% in 2022.
- Multiphase or inert gas controlled atmospheric stunning (CAS) is used for 2.5% of all the broiler chickens.
- 85% of all broiler chickens are provided with enrichment including perches and pecking objects, up from 77% in 2022.
- 78% of all broiler chickens are provided natural light of an intensity of at least 20 lux (5% have at least 50 lux). We are advised by our suppliers that 50 lux would compromise the welfare of the chickens in the local environment.
- 65% of all broiler chickens were reared at a stocking density of 30Kg M2 or below in 2023, up from 49% in 2022.
- Less than 1% of chicken is from slower growing breeds. We are working with our suppliers to increase this proportion.

CURRENT FARM ANIMAL WELFARE PERFORMANCE

Chicken and Chicken Products

- As signatories of the ECC, we are committed to achieving the requirements of the ECC by the end of 2025 for all broiler chickens providing any chicken including ingredients.
- We are committed to using the most humane methods of pre-slaughter stun. For poultry this is considered to be controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without conscious inversion. We will continue to work with our suppliers to encourage them to use the most humane methods.
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for all broiler chickens.
- Broiler chickens are not subjected to surgical interventions.
- Broiler chickens are not treated with any of the highest priority Critically Important Antibiotics in human health (CIAs).
- Growth promoters are not used.
- Routine prophylactic antibiotic treatment is not practised.
- We are working with our suppliers to reduce and ultimately stop routine metaphylactic antibiotic treatment.
- No genetically modified or cloned chickens are permitted.
- Broiler chickens are reared in conditions which are compliant with EU and source country FAW legislation.
- Stocking densities are reported routinely by our suppliers.
- We are working with a producer to conduct trials with slower growing breeds.
- No chlorinated chicken is purchased.
- WOMs for chickens include the leg cull rate and stocking density which are reported regularly.

CURRENT FARM ANIMAL WELFARE PERFORMANCE

Turkey and Turkey Products

- Within our global supply chain for any turkey including ingredients for all turkeys:
 - 100% of all turkeys are free from close confinement.
 - 100% of all turkeys are free from routine surgical interventions.
 - 100% of all turkeys are transported in less than 4 hours, the maximum live journey time is 4 hours. Typical and average live journey times for turkeys are less than 4 hours.
 - 100% of all turkeys are pre-slaughter stunned.
 - WOM: 100% of all turkeys received an effective stun in 2022. None were given a back-up or a repeat stun. We will continue to monitor this with our suppliers.
- 100% of all turkeys are provided with enrichment for turkeys including perches and pecking objects.
- 100% of turkeys were reared at a stocking density of 45Kg M² or below in 2023.
- We are committed to using the most humane methods of pre-slaughter stun. For poultry this is considered to be controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without conscious inversion. We will continue to work with our suppliers to encourage them to use the most humane methods.
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for all turkeys.
- Turkeys are not subjected to surgical interventions.
- Turkeys are not treated with any of the highest priority Critically Important Antibiotics in human health (CIAs).
- Growth promoters are not used.
- Routine prophylactic antibiotic treatment is not practised.
- We are working with our suppliers to reduce and ultimately stop routine metaphylactic antibiotic treatment.
- No genetically modified or cloned turkeys are permitted.
- Turkeys are reared in conditions which are compliant with EU and source country FAW legislation.

CURRENT FARM ANIMAL WELFARE PERFORMANCE

Egg and Egg Products

- Within our global supply chain 100% of our eggs, or ingredient containing eggs, come from hens that are cage-free, free from close confinement, and that are provided with species-specific enrichment for laying hens including perches and pecking objects.
- 24% of all laying hens are transported in less than 4 hours. The maximum live journey time is 12 hours by RSPCA agreement to a RSPCA assured abattoir for 7% of laying hens. 93% of laying hens are transported in 8 hours or less. Typical and average live journey times for laying hens are 4-6 hours.
- We are working with our suppliers to reduce poultry transport times to less than 4 hours.
- 100% of all laying hens are pre-slaughter stunned.
- WOMs for laying hens include feather wear and beak trimming which are reported regularly by suppliers.
- WOM 100% of the laying hens egg and egg products in our global supply chain received an effective stun. None needed a backup or repeat stun. We will continue to monitor this with our suppliers.
- 11.8% of all laying hens are free from routine surgical interventions (up from 4.8% in 2022).
- 11.8% of all laying hens are free from beak trimming or tipping (up from 4.8% in 2022).

CURRENT FARM ANIMAL WELFARE PERFORMANCE

Egg and Egg Products

- We are committed to using the most humane methods of pre-slaughter stun. For poultry this is considered to be controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without conscious inversion. We will continue to work with our suppliers to encourage them to use the most humane methods.
- There is a contingency plan for equipment breakdown or a failure to deliver an effective stun for all laying hens.
- Growth promoters are not used.
- Routine prophylactic antibiotic treatment is not practised.
- We are working with our suppliers to reduce and ultimately stop routine metaphylactic antibiotic treatment.
- No genetically modified or cloned laying hens are permitted.
- WOMs for laying hens include feather wear to monitor pecking and the proportion of hens that are free from beak trimming or treatment. These are reported regularly.
- We do not purchase meat from end-of-lay hens.



CURRENT FARM ANIMAL WELFARE PERFORMANCE

Milk, Cream and Dairy Products

- Within our global supply chain for all milk and dairy products including ingredients: for all dairy cattle including calves and end of milking cows. Supply chains for dairy ingredients can involve the pooling of milk meaning that full traceability is not always possible.
 - At least 96.2% of all dairy cattle are free from tethering, for the dairy cattle providing milk, cream, and dairy products this is 100%. Our aim is for no dairy cow to be tethered by 2030.
 - At least 96.2% of all dairy cattle are free from tail docking, for the dairy cattle providing milk, cream, and dairy products this is 100%.
 - At least 96.2% of all dairy cattle are transported no more than 8 hours. For the dairy cattle providing milk, cream, and dairy products this is 100%. The maximum live journey time is 8 hours. Typical journey times are less than 4 hours.
- At least 92.9% of all dairy cattle are free from close confinement, meaning they're not permanently housed. For the dairy cattle providing milk, cream, and dairy products this is 96.6%.
- At least 32.2% of all dairy cattle have access to grass pasture for at least 6 hours for at least 120 days per year. For the dairy cattle providing milk, cream, and dairy products this is 33.5%.
- At least 83.5% of all dairy cattle have access to grass pasture. For the dairy cattle providing milk, cream, and dairy products this is 86.7%.
- At least 96.2% of all dairy cattle are provided with species-specific environmental enrichment for dairy cattle for the proper expression of normal behaviours, such as range shelter or brushes. For the dairy cattle providing milk, cream, and dairy products this is 100%.
- At least 32.6% of all dairy cattle are free from routine surgical interventions (disbudding and dehorning). For the dairy cattle providing milk, cream, and dairy products this is 33.6%.
- We are working with our suppliers to reduce surgical interventions for dairy cattle such as disbudding and dehorning. Our suppliers advice is to avoid horn injuries to other cattle and personnel.

CURRENT FARM ANIMAL WELFARE PERFORMANCE

Milk, Cream and Dairy Products

- At least 96.2% of all dairy cattle are pre-slaughter stunned. For the dairy cattle providing milk, cream, and dairy products this is 100%. 100% of all cattle providing milk, cream and dairy products are pre-slaughter stunned. The remainder is from pooled materials where data is not available.
- WOM: At least 96.2% of all dairy cattle received an effective first stun. For the dairy cattle providing milk, cream, and dairy products this was 100%. We cannot exclude the possibility that a small proportion of the remaining 3.8% were given a backup or a repeat stun being from pooled materials where data is not available.
- Growth promoters are not used.
- Routine prophylactic antibiotic treatment is not practised.
- We are working with our suppliers to reduce and ultimately stop routine metaphylactic antibiotic treatment.
- No genetically modified or cloned dairy cattle are permitted.
- All dairy cattle providing milk and cream to us are reared under the third party Red Tractor Farm Assurance Dairy Scheme.
- WOMs including the mastitis and mortality rates are monitored for dairy cattle. The somatic cell count (SCC) is reported as an indicator of herd mastitis.
- We do not purchase meat from end-of-milking dairy cattle.
- All beef is from cattle that have been pre-slaughter stunned.

CURRENT FARM ANIMAL WELFARE PERFORMANCE

Wild caught seafood and seafood products

- 100% of our seafood is wild caught - we don't purchase any farmed seafood or seafood products from aquaculture.
- 100% of our seafood is responsibly sourced using sustainable fishing methods. These limit environmental impact, minimise bycatch, and avoid catching endangered species.
- Suppliers are required to maintain the chain of custody in the supply chain to ensure that only the target species is supplied.
- 100% of the skipjack tuna is caught by pole and line fishing or without using Fish Aggregating Devices (FADs).
- 100% of our seafood is caught without the use of Illegal, Unreported and Unregulated (IUU) fishing.
- 100% of our seafood is caught without the use of destructive fishing methods such as the use of poisons or explosives.



CURRENT FARM ANIMAL WELFARE PERFORMANCE

Materials that we don't purchase

- We do not purchase any materials or products from aquaculture, rabbits or ducks and geese.
- We are committed to not purchasing, producing, or selling foie gras or materials containing foie gras as an ingredient in our global supply chain.
- We do not purchase goose meat or products or materials which contain them as an ingredient. If this changed, we would ensure that practices such as live plucking or live harvesting were not practised for all geese and all products.



GREGGS FARM ANIMAL WELFARE POLICIES

1. Close Confinement and Intensive Farming Policy

- This policy applies to all livestock reared to provide all meat and meat products and ingredients, egg and egg products and ingredients, milk, cream, and dairy products and ingredients.
 - Livestock should be protected from experiencing unnecessary discomfort by providing a suitable environment.
 - The expression of normal behaviour is required through the provision of sufficient space.
 - Livestock should be protected from unnecessary fear and distress through provision of a suitable environment.
 - The pigs providing pork meat are not reared using sow stalls (spend no time in sow stalls except for up to 4 hours for management purposes).
 - We monitor supplier performance and practice through FAW questionnaire, visits, audits, and the regular reporting of WOMs.
 - Suppliers are required to comply with all EU FAW and source country legislation as a minimum.
 - We are committed to providing effective species-specific environmental enrichment to all livestock reared to supply us, and we will continue to work with our suppliers to deliver this.
 - We require that all the pork that we purchase is from pigs which are provided with species-specific environmental enrichment for the proper expression of pig rooting, pawing, and chewing behaviours. This includes straw and other manipulable materials such as wood.
 - We are committed to phasing out the use of sow stalls and farrowing crates. All pigs are free from close confinement as they are reared in a group housed environment. Sows reared in the UK and to the UK contract in Denmark (92% of our supply) spend no time in sow stalls except for up to 4 hours for management purposes.
- 97% of the sows spend up to five weeks in farrowing crates. 3% of sows spend no time in farrowing crates.
- We require that the beef cattle and sheep are not permanently housed, and that broiler chickens and laying hens are not caged.
 - We require that our whole/shell egg, liquid egg, and egg products are from free-range laying hens.
 - Our aim is for no dairy cow to be tethered by 2030.
 - We require that beef cattle are not reared using CAFOs or feedlots.

GREGGS FARM ANIMAL WELFARE POLICIES

2. Greggs 'Avoidance of Growth Promoting Substances' Policy

- This policy applies to all livestock reared to provide all meat and meat products and ingredients, egg and egg products and ingredients, milk, cream, and dairy products and ingredients.
- Livestock must not be provided with growth promoting substances.
- We monitor supplier performance and practise through FAW questionnaires, visits, and audits.
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum.



GREGGS FARM ANIMAL WELFARE POLICIES

3. Antibiotics Policy

We recognise the potential risk to human health care from the overuse of antibiotics in the rearing of livestock from the development of antimicrobial resistance (AMR).

We support the responsible use of antibiotics when it is using as little as possible, but as often as necessary to avoid further suffering.

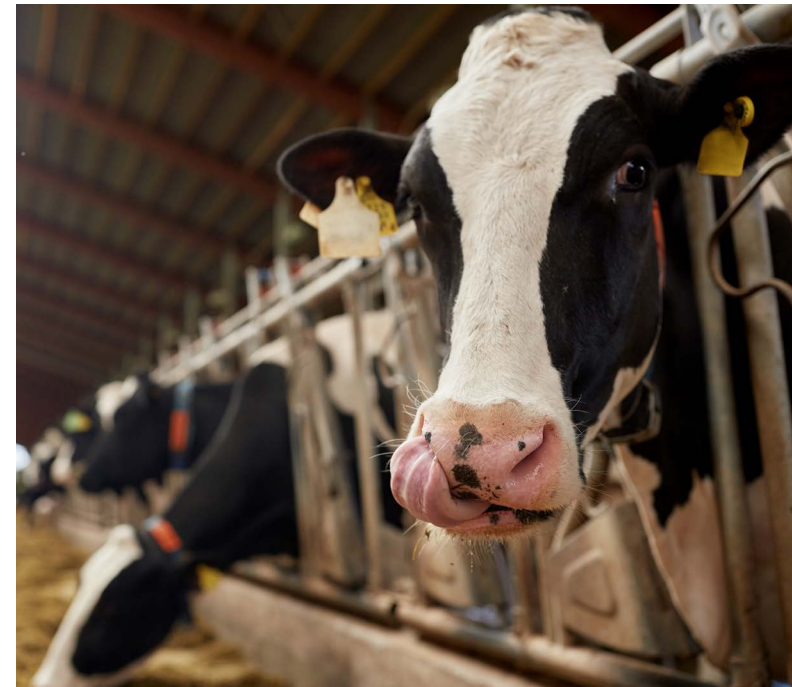
We are members of Responsible Use of Antibiotics in Agriculture (RUMA). We use the RUMA and European Medicines Agency (EMA) list of the highest priority CIA antibiotics: third and fourth Generation Cephalosporins, Fluoroquinolones and Colistin.

- This policy applies to all livestock reared to provide all meat and meat products and ingredients, egg and egg products and ingredients, milk, cream and dairy products and ingredients.
- We do not allow the routine prophylactic use of antibiotics (where the entire herd or flock is treated in the absence of clinical signs of disease) in the rearing of livestock to supply Greggs.
- We do not allow the routine metaphylactic use of antibiotics (where the entire herd or flock is treated when some within the group are showing clinical signs of disease) in the rearing of livestock to supply Greggs.
- We continue to work with our suppliers to reduce metaphylactic and prophylactic use of antibiotics.
- We do not allow the use of antibiotics as growth promoters in the rearing of livestock to supply Greggs.
- The use of the highest priority critically important antibiotics in human health (CIAs) in the rearing of the livestock to supply Greggs is to be minimised and ultimately excluded.
- The highest priority critically important antibiotics in human health (CIAs) are not used in the rearing of chickens providing chicken meat.
- We monitor supplier performance and practise through FAW questionnaire, visits, and audits.
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum.

GREGGS FARM ANIMAL WELFARE POLICIES

4. Greggs 'Routine Surgical Interventions' Policy

- This policy applies to all livestock reared to provide all meat and meat products and ingredients, egg and egg products and ingredients, milk, cream, and dairy products and ingredients.
- Livestock should be protected from avoidable pain, injury, and disease through timely diagnosis and treatment.
- Where surgical interventions are performed, then the use of pain relief and anaesthetic is applied where appropriate.
- Routine surgical interventions should be avoided for the livestock reared to supply us. This is only being practised to prevent further suffering or when alternative solutions have been unsuccessful.
- We require that our suppliers only make surgical interventions when previous attempts to prevent welfare issues have been unsuccessful.
- 100% of broiler chickens, turkey and sheep are not subjected to any routine surgical interventions.
- We monitor supplier performance and practice through FAW questionnaire, visits, and audits.
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum.
- We will continue to work with our suppliers to avoid routine surgical interventions.



GREGGS FARM ANIMAL WELFARE POLICIES

5. Greggs 'Pre-Slaughter Stunning' Policy

- This policy applies to all meat and meat products and ingredients from all livestock.
- Livestock reared to supply us should be protected from experiencing unnecessary fear and distress during lairage and slaughter.
- We are committed to using the most humane methods of pre-slaughter stun. For poultry this is considered to be controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without conscious inversion. For pigs this is considered to be avoiding the use of high concentration CO₂ systems. We will continue to work with our suppliers to encourage them to use the most humane methods.
- We require that all meat and meat products supplied to us is from livestock which has been stunned before slaughter. We also require that there is a contingency in place when there is a failure of the stunning equipment or failure to deliver an effective stun. We accept the use of gas as the livestock are unconscious and insensible to pain at the time of death.
- We work with our suppliers to monitor and maximise the proportion of livestock which receive an effective stun (not needing a backup or repeat stun).
- We monitor supplier performance and practise through FAW questionnaire, visits, and audits.
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum.
- We do not exclude meat from livestock produced using religious slaughter such as Halal; however, we require that an effective stun has been delivered prior to slaughter.
- 100% of the animals providing meat are pre-slaughter stunned.
- In our global supply chain across all species at least 97.8% of animals providing livestock materials are pre-slaughter stunned. The remainder is from supply chains where pooling of materials means that we are unable to confirm.
- We do not purchase meat from end-of-lay hens.
- We do not purchase meat from end-of-milking dairy cattle.

GREGGS FARM ANIMAL WELFARE POLICIES

6. Greggs 'Live Transport' Policy

- This policy applies to all livestock reared to provide all meat and meat products and ingredients, egg and egg products and ingredients, milk, cream and dairy products and ingredients.
- Livestock should be protected from unnecessary discomfort, fear, and distress during transport.
- Transport of live animals should be minimised and journeys should be kept as short as possible. Livestock must not be subjected to long-distance live transport (8 hours or more with 4 hours or more for poultry) from the time of loading to unloading.
- We monitor supplier performance and practise through FAW questionnaire, visits, and audits.
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum.
- All of our meat and meat product purchases are from sources verified by supplier questionnaires confirming that they are provided by livestock which have not been subjected to long live journey times.
- In our global supply chain across all species, 100% of animals which provide meat, and at least 97.8% of animals providing livestock materials, are transported for a maximum specified journey time. The remainder is from pooled dairy materials where we are unable to confirm.

GREGGS FARM ANIMAL WELFARE POLICIES

7. Greggs 'Genetically Modified and Cloned Livestock/Poultry' Policy

- This policy applies to all livestock reared to provide all meat and meat products and ingredients, egg and egg products and ingredients, milk, cream and dairy products and ingredients.
- No livestock that has been genetically modified can be supplied to us.
- No cloned livestock or their progeny can be supplied to us.
- We monitor supplier performance and practise through FAW questionnaire, visits, and audits.
- Suppliers are required to comply with all EU FAW and source country legislation as a minimum.



GREGGS FARM ANIMAL WELFARE POLICIES

8. Reducing Our Reliance on Animal Sourced Foods Policy

Reducing our reliance on animal-sourced foods is an important part of how we can help protect our planet. Reducing carbon emissions helps protect against climate change and the use of the planet's natural resources, like water. It also benefits nature by helping prevent deforestation, increase biodiversity, and support soil restoration.

Reducing animal-sourced food consumption in favour of a plant-based diet can benefit human health, while also improving food security by offering alternatives. Our customers are increasingly looking for alternatives to animal-sourced foods and we are responding by expanding our Vegan Range, reducing our reliance on animal-sourced foods through protein diversification and reformulation, and by reducing waste.

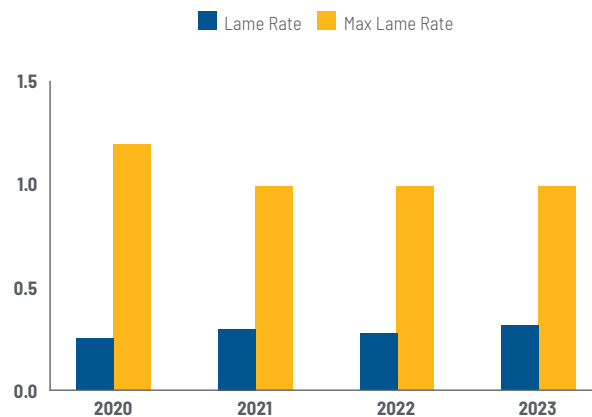
This policy applies to all animal and livestock materials throughout our global supply chain:

- We're committed to reducing our reliance on animal-source foods. We will do this directly by replacement, using plant-based alternatives, or removal through reformulation and by reducing waste.
- We'll measure and report the quantity of animal-sourced foods that have been replaced by plant-based alternatives or removed by reformulation from our global supply chain.
- We've set and will measure progress against our targets.

APPENDIX ONE: WELFARE OUTCOME MEASURE GRAPHS

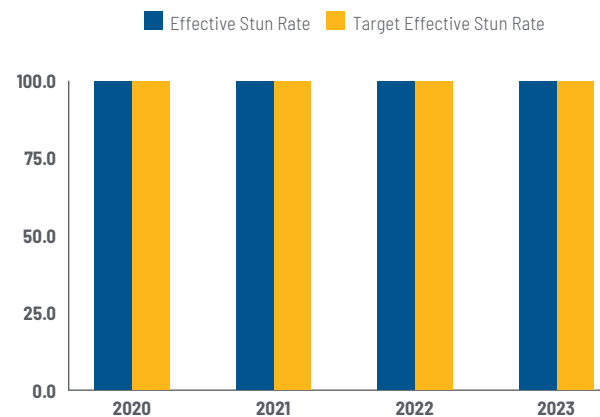
Welfare Outcomes are monitored in our supply chain to identify trends and areas for improvement.

Pigs Lameness Rate % EU



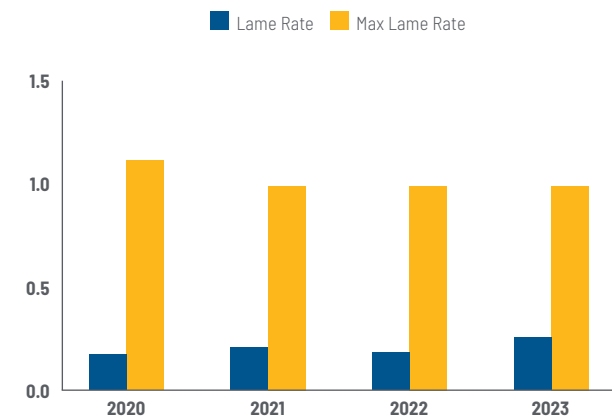
The lameness rate has remained below the current Max Lameness Rate of 1% since 2017 and has remained below 0.25% since 2022. This data is closely monitored and reported by the Abattoir Animal Welfare Network Group established by the supplier in 2021.

Pigs Effective Stun Rate %



The effective stun rate has remained at 100% since 2017. This is closely monitored and reported by abattoirs to the Abattoir Animal Welfare Network Group.

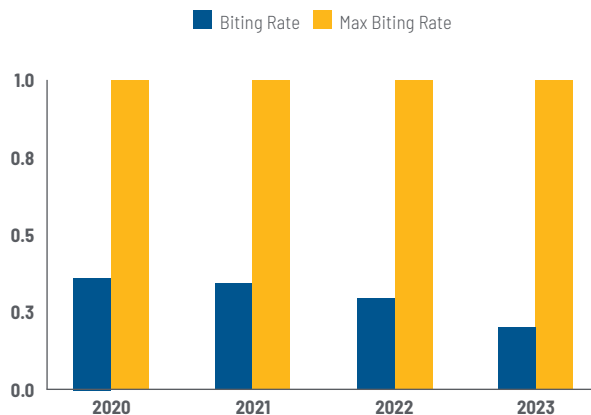
Pigs Lameness Rate % UK



The lameness rate is reported by our main UK supplier of pork and has consistently remained below 0.5% since 2018. This is closely monitored at the abattoir and any issues are promptly reported to farmers by our supplier's agriculture team.

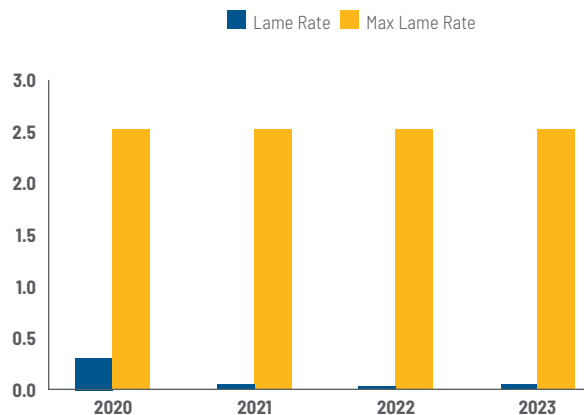
APPENDIX ONE: WELFARE OUTCOME MEASURE GRAPHS

Pigs Tail Biting Rate %



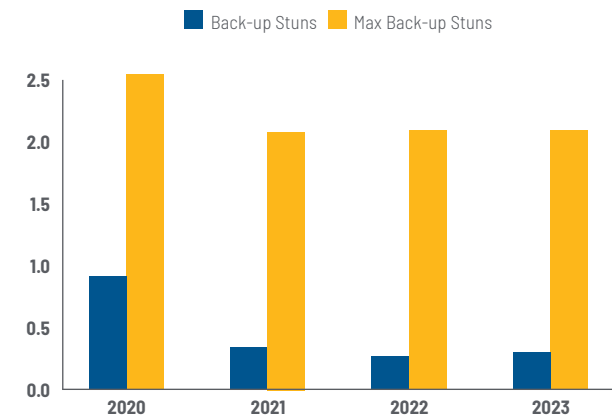
Our main pork supplier also reports on tail biting rates. The Covid-19 pandemic led to a backlog of pigs on farms in 2020 and 2021 and, as pigs become older and larger, the potential for tail biting increases. We were pleased to see this rate improve in 2022 and 2023.

Beef Cattle Lameness Rate %



The lameness rate has remained below 0.5% since 2020. This is achieved through close monitoring at the abattoir and rapid reporting of any issues to supplying farmers. Our supplier has strong procurement relationships with farmers and stresses the importance of the fitness of animals for travel and slaughter.

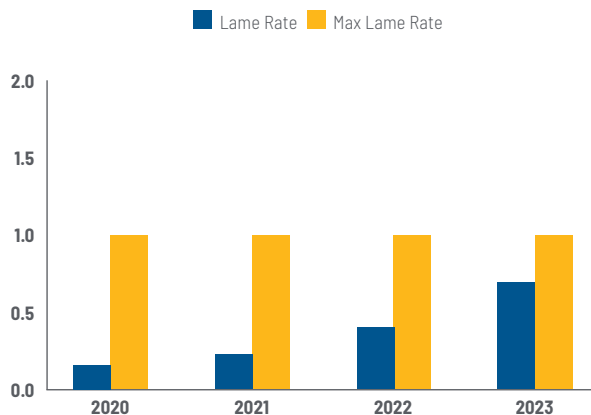
Beef Cattle Back-up Stun Rate %



The back-up stun rate remains below 0.5%. The supplier ensures that operators are highly trained and will stun again if there is any doubt about the effectiveness of the first stun. The stun boxes are all designed to provide adequate restraint and allow good access to the head for stun accuracy. The increase seen in 2023 is associated with the training of two new staff.

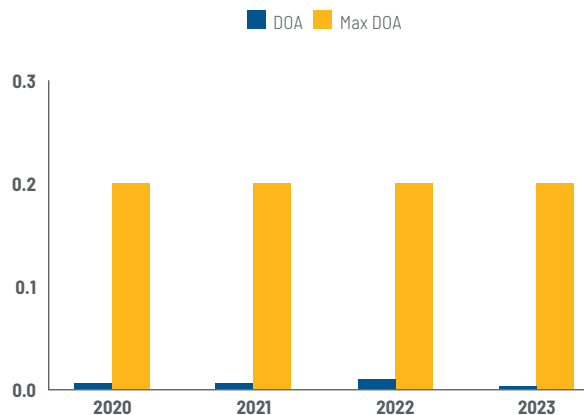
APPENDIX ONE: WELFARE OUTCOME MEASURE GRAPHS

Sheep Lameness Rate %



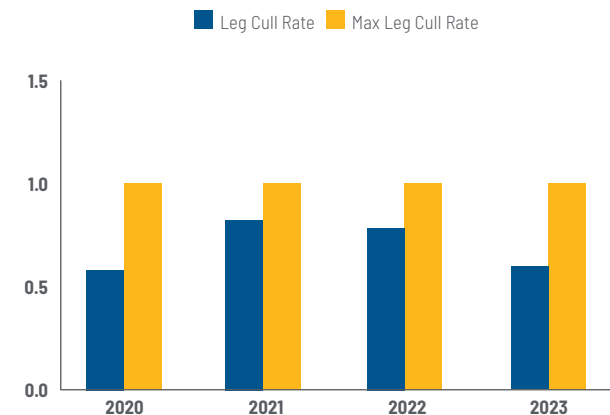
A lameness rate of less than 1% demonstrates that lameness is being managed effectively and closely monitored. It has remained below this since 2020 when we changed supplier, and has been achieved through close monitoring at the abattoir and highlighting any issues to the farmer. We continue to work closely with the supplier to keep the lameness rate low.

Sheep Dead On Arrival (DOA) %



In 2020, we added Dead on Arrival (DOA) monitoring and stipulated 2% as the maximum acceptable rate. We are pleased to see that this has remained below 0.01%. Where an animal is DOA the supplier highlights this to the farmer. We will continue to monitor to minimise this rate with the supplier.

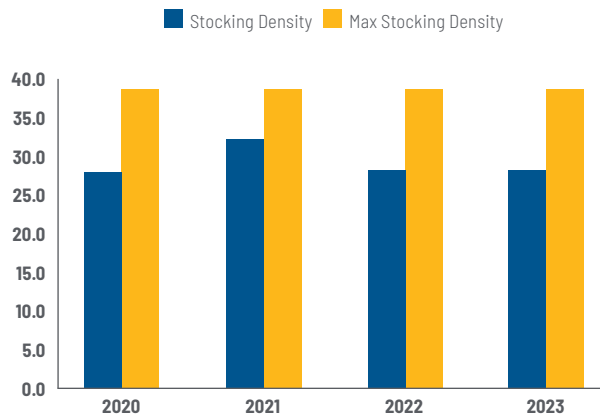
Leg Cull Rate: Broilers %



Between 2017 and 2020 the leg cull rate has remained relatively stable at around 0.6%. This was achieved through close monitoring and welfare audits by our supplier. The impact of Covid in 2021 reduced staff availability in rearing and processing, resulting in chickens being reared for longer, increasing their slaughter weight and the leg cull rate. We are pleased to see the rate in 2023 return to below 0.6%. We continue to monitor closely as an indicator of leg health in broiler chickens.

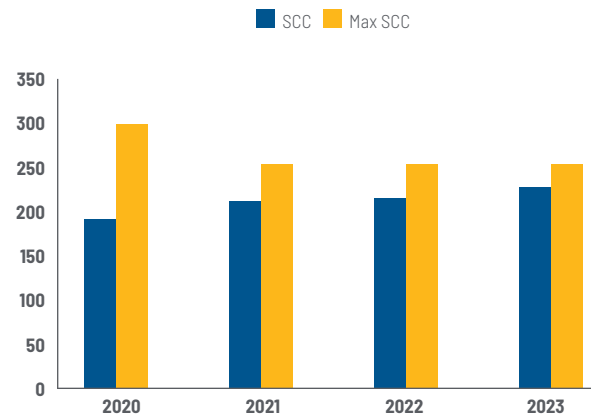
APPENDIX ONE: WELFARE OUTCOME MEASURE GRAPHS

Broiler Stocking Density Kg/M²



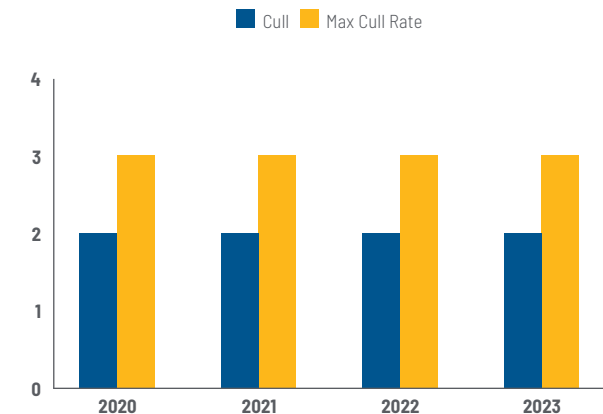
Stocking densities were stable between 2017 and 2020 remaining below 30Kg/M². In 2021, the impact of Covid reduced staff availability in rearing and processing, resulting in the chickens being reared for longer, increasing their slaughter weight and stocking density. We were pleased to see the average stocking density return to below 30Kg/M² in 2022 and 2023. This was achieved through close monitoring and welfare audits by our supplier.

Somatic Cell Count: Dairy Cattle



Somatic cell count (SCC) x1000 per ml of milk is an indicator of mastitis rates in the herd. Since 2016, the SCC count has remained at less than 250,000 per ml. Our supplier has monitored SCC counts with the dairy farmers enabling a reduction in the maximum SCC count from 300,000 to 250,000 in 2021. Our supplier's payment structure encourages supplying farms to keep their average SCC below 250,000 per ml.

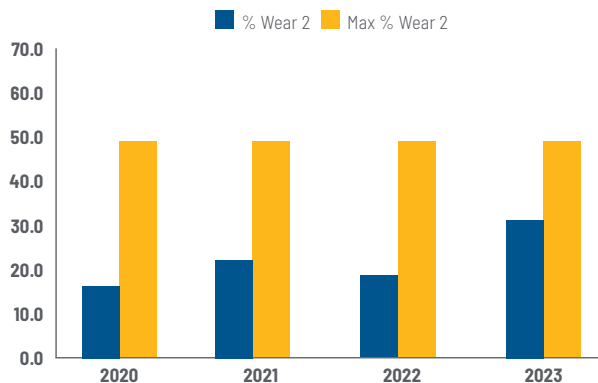
Dairy Cattle In-voluntary Cull Rate %



The involuntary cull rate was maintained at 2% in 2023 and monthly reporting by the supplier continues.

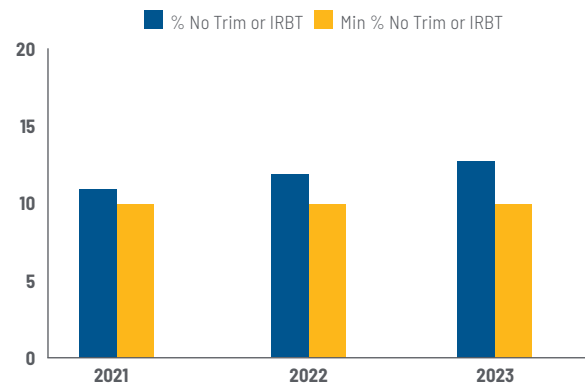
APPENDIX ONE: WELFARE OUTCOME MEASURE GRAPHS

Laying Hens % with
Assurwel '2' Feather Wear



Between 2017 and 2022 there was a steady decline in the proportion of hens with Assurwel '2' feather loss from 40% to around 20%. This has been achieved and maintained through close monitoring and reporting by the supplier. The increase in 2023 was due to trials to reduce IRBT beak treatment.

Laying Hens % Free From
Beak Trimming and Treatment



We aim to increase the proportion of laying hens that are free from beak trimming or treatment. In trials conducted in 2020, the proportion increased but feather cover loss from pecking also increased, so the trial was postponed on welfare grounds. The supplier is working to reduce the rate of infra-red beak treatment (IRBT) and aims to exclude its use by 2030.