



FARM ANIMAL WELFARE STRATEGY 2025



THE
GREGGS
PLEDGE

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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. In 2017, we 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. Each company now receives a score for 'performance impact' based on how well it demonstrates welfare benefits for the farm animals in its global supply chain.

When the first BBFAW report using the new, more stringent standard was published in 2023, we achieved a Tier 3 rating with a 'D' for performance impact. This put us in the top 9 of the 150 companies assessed. In 2024, we were proud to have progressed to a Tier 2 rating with a performance impact of 'C'. A Tier 2 rating recognises that we have made farm animal welfare 'integral to business strategy'. This puts us in the top 4 of the 150 companies assessed and places us alongside Waitrose, Marks & Spencer and Premier Foods.

BBFAW 2024 Company Tier Rankings and Impact Rating	
Tier 1 - Leadership	0 Companies
Greggs PLC C	
Tier 2 - Integral to business strategy	
Marks & Spencer PLC B	
Premier Foods PLC B	
Waitrose C	
Co-op UK D	
Cranswick PLC D	
Danish Crown AmbA. D	
Fonterra B	
Groupe Danone SA C	
Migros-Genossenschafts-Bund C	
Minerva Foods D	
Noble Foods D	
Tier 3 - Established but work to be done	
Tier 4 - Making progress on implementation	20 Companies
Tier 5 - On the business agenda but limited evidence of implementation	60 Companies
Tier 6 - No evidence on the business agenda	58 Companies

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 to which we expect our suppliers to adhere. 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
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
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 2024

100% of the animals that provide the meat that was supplied to us in 2024 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 1.8% in 2024

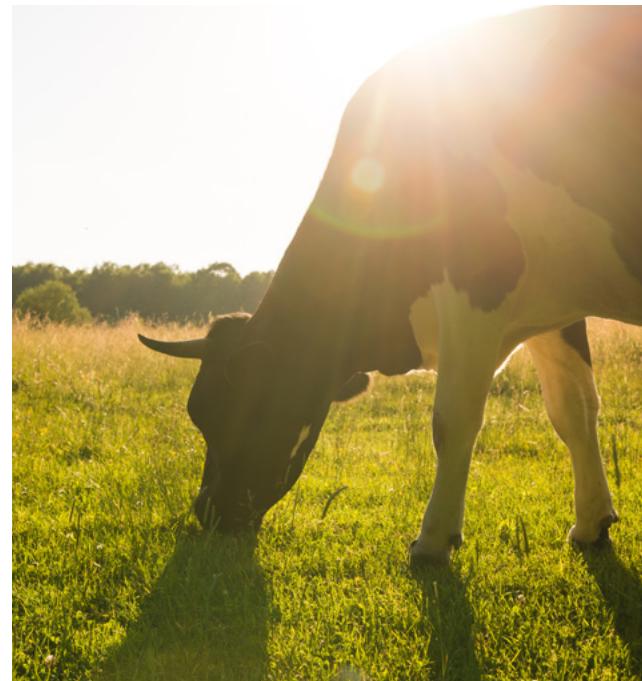
In 2024, fewer than 1.8% of all animals in our supply chain were transported for more than 8 hours, down from 3.1% in 2023. Most of these animals were end-of-lay hens and dairy cattle providing pooled milk ingredients. We continue to aspire to reduce this to zero, but do not have a target date.

3 **NO** animal is kept in close confinement

0% of broiler chickens, laying hens, beef cattle and sheep in 2024

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 and sheep. We are not yet able to set a target date for dairy cattle, since dairy ingredients are often pooled, preventing full transparency.

Since 2023, all our eggs have come from cage-free laying hens.



4 NO pigs are reared using sow stalls

0% from the second quarter of 2024

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 have ended the use of sow stalls ahead of our target for the end of 2024. We will end the use of farrowing crates by the end of 2035.

5 NO animals are reared using growth-promoting substances

0% in 2024

Outside 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 2024

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 2.9% in 2024

Tethering limits movement and the opportunity to exhibit their natural behaviours. None of the cows providing our milk, cream and dairy products are tethered which means that at least 97.1% of the dairy cows in our supply chain are not tethered. 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 2.9% in 2024

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're proud that since the start of 2025, 100% of our broiler chickens have been raised at a stocking density of 30kg/M² or less.

We report this figure annually: in 2024 88.6% of our broiler chickens were raised at a stocking density of 30kg/M² or below (up from 65% in 2023) 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 and 2024.

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 1 January 2026, but this is proving challenging and may take us longer than expected. We have 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. We have also implemented our Broiler Chicken Standard for the mobility and leg health of broiler chickens. Walking ability is a good indicator of leg health. Our mobility requirements, as measured by the Gait score, exceed ECC requirements.

Welfare outcome measure	Greggs Broiler Standard	2022	2023	2024
Stocking density under 30Kg/M ²	100% by end 2025	49%	65.2%	86.6%
Total mortality	Less than 3%	2.8%	2.9%	2.4%
Leg cull rate	Less than 1%	0.7%	0.7%	0.5%
Hockburn	Maximum 10%	-	-	0.6%
Pododermatitis	Maximum 20%	-	-	18.5%
Gait Score (0-1)	Minimum 90%	-	-	92.5%

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, increase biodiversity, and support 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.

During 2024, we launched plant-based savoury bakes, pasta pots, salads and flatbreads. This included our Spicy Vegetable Curry Bake, our Mexican Chicken-Free Bake, Sweet Potato Bhaji Salad and Spicy Bean Flatbread.

In 2024, sales of our Vegan Range meant that 2400t of animal-sourced materials were replaced by plant-based alternatives, more than double the 1125t we replaced in 2023.

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.

Promoting a regenerative approach to livestock farming

We aim to source animal-based foods from farmers who share our goal to protect and enhance the natural environment. One of the biggest environmental challenges associated with rearing livestock is the contamination of water ways with wastewater run-off. We expect our suppliers to take steps to avoid contamination of rivers and groundwater.

We also encourage the use of regenerative farming practices that promote soil health and biodiversity, conserve energy and water, and minimise the use of agrichemicals. This approach helps to reduce the climate impact of farming by reducing greenhouse gas emissions.

ENSURING OUR SUPPLIERS MAINTAIN OUR STANDARDS

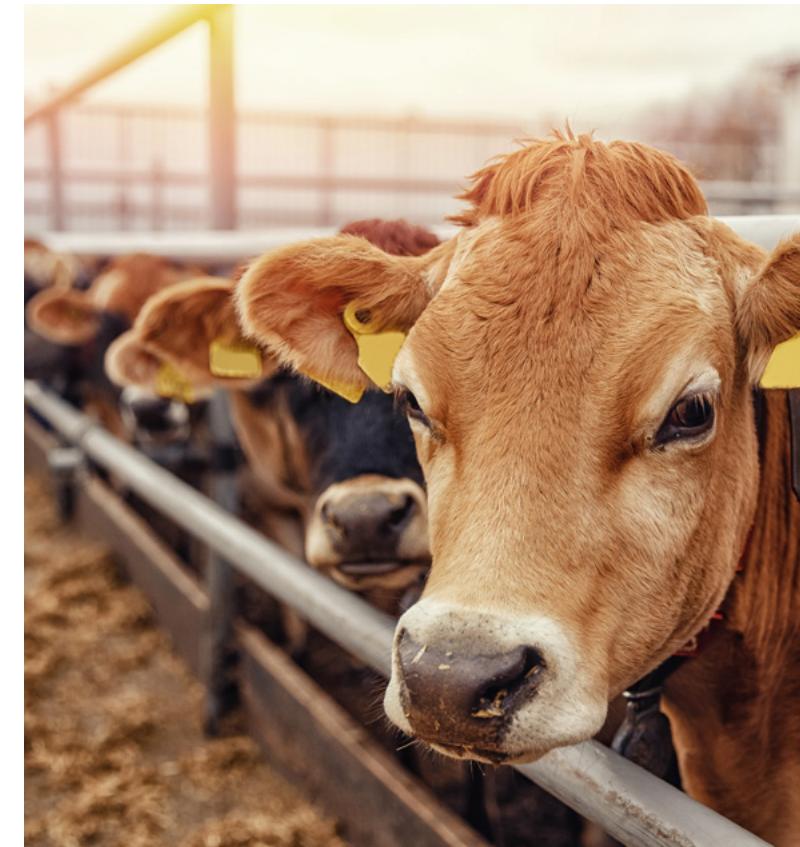
The Greggs Farm Animal Welfare Standards are incorporated into the contractual obligations for all suppliers of raw materials and products from livestock and seafood. The standards are included in our 'supplier pack' of policies and our terms and conditions require full compliance with these policies.

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.

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 Greggs Pledge Governance team 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 and our Central Services Technical Team have completed Farm Animal welfare awareness sessions. One of our supplier technologists also completed the BRC Poultry course. 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:

- The CiWF 'Extinction or Regeneration' faith action webinar



- The BBFAW report launch at the London Stock Exchange. We provided a foreword from our CEO for the report and took part in the launch event as a presenter and panellist.

Animal-sourced food purchases in 2024:

- Beef: 3,800 tonnes
- Chicken: 7,000 tonnes
- Pork: 19,800 tonnes
- Mutton: 10 tonnes
- Dairy: 49,400 tonnes
- Egg: 1,900 tonnes
- Fish: 1,200 tonnes

DRIVING PROGRESS

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

In 2024 we:

- Ended the use of cages for laying hens.
- Ended the use of sow stalls for pigs.
- Ended the use of farrowing crates for the pigs providing for our breakfast sausage.
- Implemented the Greggs Boiler Chicken Standard.
- Conducted 10 trace and FAW audits as part of our supplier monitoring programme to confirm FAW claims, certifications and origins.
- Continued engaging with suppliers on welfare monitoring, reporting, and sustainability.
- Completed education sessions with suppliers on the requirements of the new BBFAW standard, the Greggs Broiler Standard, and our FAW requirements and objectives.

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.
- 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 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.



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 2024 included:

- Attended the CiWF Egg Track and Chicken Track launch webinars.
- Consulted with CiWF on the new ELAB (Eat Less and Better) scorecard, which considers reducing the reliance on animal-sourced foods, regenerative farming, and animal welfare.
- Signatories of the CiWF letter to Defra calling for the phasing out of cages for laying hens.

- Regular updates with CiWF Food Business Managers.
- Consulted on the 2024 BBFAW report.

Engagement activities in 2023 included:

- Attended CiWF's ECC broiler forum in London and its webinar on humane reversible stunning for broiler chickens.
- 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:

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



CURRENT FARM ANIMAL WELFARE PERFORMANCE

Pork and Pork Products

This table shows the welfare measures applied to any pork in our global supply chain, including ingredients:

2024	Welfare measure	Notes
100%	Provided with species-specific environmental enrichment*	Allows for the proper expression of rooting, pawing, and chewing behaviours which includes straw and other manipulable materials such as wood
100%	Sow stall free	
14.8%	Free from farrowing crates*	In the fourth quarter of 2023, we moved our lunchtime bacon and ham supply to outdoor-bred where farrowing crates are not used. In the second quarter of 2024, we removed the use of farrowing crates for our breakfast sausage. We will end the use of farrowing crates by the end of 2035
100%	Free from close confinement	Pigs are reared in group housed environment
100%	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
99.9%	Transported for 8 hours or less	
100%	Stunned pre-slaughter	
99.9%	Effective first stun	Less than 0.1% were given a back-up or a repeat stun. We continue to monitor this with our suppliers
13.1%	Free from tail docking	In the second quarter of 2024, we changed the supply of pork in our breakfast sausage where 45% of the 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.
- We are committed to ending the use of breeds with a low welfare potential in our global supply chain. For pigs, this means avoiding breeds where sows produce an average of more than 16 piglets per litter.



CURRENT FARM ANIMAL WELFARE PERFORMANCE

Beef and Beef Products

This table shows the welfare measures applied to any beef in our global supply chain, including ingredients:

2024	Welfare measure	Notes
100%	Free from close confinement	
100%	Free from Concentrated Animal Feeding Operations (CAFO) or feedlots	
100%	Free from tethering	
100%	Provided with species-specific environmental enrichment	Allows proper expression of normal behaviours. This includes range shelter
54.3%	Free from routine surgical interventions	
37.7%	Free from disbudding or dehorning	
93.5%	Kept group-housed throughout rearing, including calves from birth	
At least 98.6%	Transported in 8 hours or less	Maximum target live journey time is 8 hours. Typical live journey times are 1-4 hours
100%	Pre-slaughter stunned	
WOM: 99.2%	Receive an effective first stun	Less than 0.9% were given a backup or a repeat stun. We continue to monitor and minimise 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.
- Our beef purchases are sourced from the UK and Europe.
- We are committed to ending the use of breeds with a low welfare potential in our global supply chain for beef cattle. This is considered to be double-muscled breeds, for example, Belgian Blue and Piedmontese.

CURRENT FARM ANIMAL WELFARE PERFORMANCE

Mutton and Mutton Products

This table shows the welfare measures applied to any sheep in our global supply chain, including ingredients:

2024	Welfare measure	Notes
100%	Reared outdoors on grass pasture unless prevented by adverse weather	
100%	Free from close confinement	
100%	Free from routine surgical interventions, such as tail docking or castration	
100%	Pre-slaughter stunned	
WOM: at least 99.5%	Received an effective first stun in 2024	Less than 0.5% were given a back-up or a repeat stun. We will continue to monitor and minimise this with our suppliers
WOM: 1.17%	Lame in 2024	We continue to monitor and minimise this with our supplier
100%	Transported in 8 hours or less	Maximum live journey time is 8 hours. Typical and average live journey times for sheep are less than 3 hours
100%	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

This table shows the welfare measures applied to any broiler chicken in our global supply chain, including ingredients:

2024	Welfare measure	Notes
100%	Free from close confinement	
100%	Free from routine surgical interventions	Such as beak trimming
24.3%	Transported in less than 4 hours	Maximum live journey time is 8 hours - met for 100% of broiler chicken. Typical and average live journey times for broiler chickens are 1-4 hours. We are working with our suppliers to reduce this to less than 4 hours
100%	Pre-slaughter stunned	
WOM: 100%	Effective first stun	None required a backup or repeat stun. We continue to monitor this
2.2%	Multiphase or inert gas controlled atmospheric stunning (CAS) is used	
99.8%	Third party auditing in place	
99.6%	Provided with species-specific environmental enrichment	Includes perches and pecking objects
95.9%	Provided with natural light at intensity of at least 20 lux	19.5% have at least 50 lux
86.6%	Reared at a stocking density of 30Kg M ² or below	
Less than 1%	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 multiphase 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.
- 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

Egg and Egg Products

This table shows the welfare measures applied to any hens producing eggs in our global supply chain, including ingredients:

2024	Welfare measure	Notes
100%	Cage-free	
100%	Free from close confinement	
100%	Provided with species-specific enrichment	Including perches and pecking objects
72.1%	Transported in less than 4 hours	The maximum live journey time to an RSPCA assured abattoir is 12 hours. 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%	Pre-slaughter stunned	
WOM: 100%	Effective first stun	None needed a back-up or repeat stun. We will continue to monitor this with our suppliers
7.6%	Free from routine surgical interventions	
7.6%	Free from beak trimming or tipping	



CURRENT FARM ANIMAL WELFARE PERFORMANCE

Egg and Egg Products

- Welfare Outcome Measures for laying hens include feather wear and beak trimming which are reported regularly by suppliers.
- 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

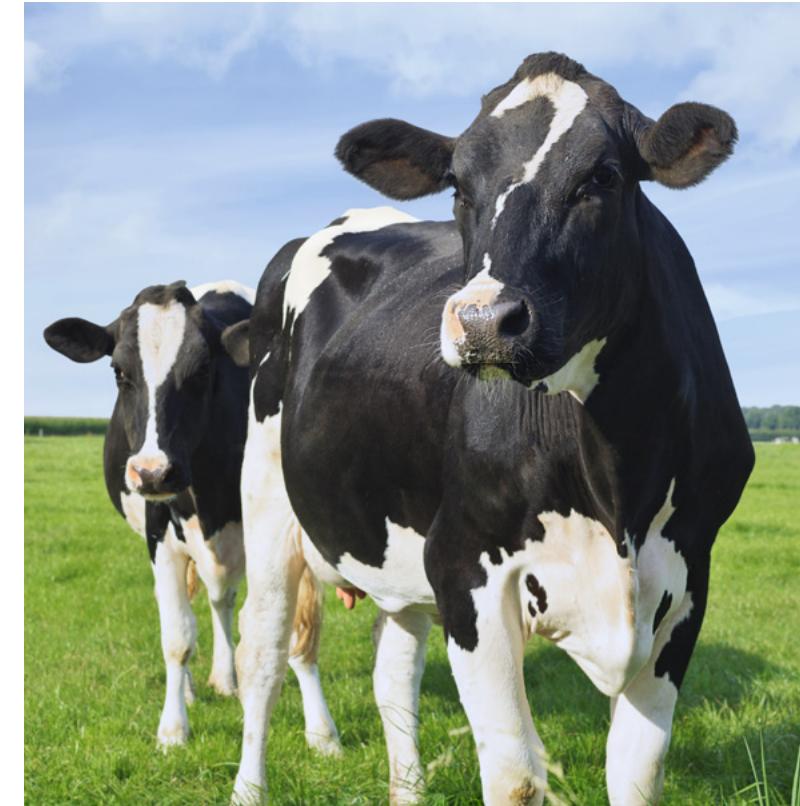
This table shows the welfare measures applied to any dairy cattle including calves producing milk and dairy products in our global supply chain, including ingredients. Please note that the pooling of milk means that full traceability is not always possible.

2024	Welfare measure	Notes
At least 97.1%	Free from tethering (100% for dairy cattle providing milk, cream, and dairy products)	Our aim is for no dairy cow to be tethered by 2030
At least 97.1%	Free from tail docking (100% for dairy cattle providing milk, cream, and dairy products)	
At least 97.1%	Transported no more than 8 hours (100% for dairy cattle providing milk, cream, and dairy products)	The maximum live journey time is 8 hours. Typical journey times are less than 4 hours
At least 91.6%	Free from close confinement (At least 94.3% for dairy cattle providing milk, cream, and dairy products & ingredients)	In other words, not permanently housed
At least 67%	Access to grass pasture for at least 6 hours for at least 120 days per year (At least 69.9% for dairy cattle providing milk, cream, and dairy products and ingredients)	
At least 91.6%	Access to grass pasture (At least 94.3% for dairy cattle providing milk, cream, and dairy products & ingredients)	
At least 97.1%	Provided with species-specific environmental enrichment (100% for dairy cattle providing milk, cream, and dairy products)	Allowing proper expression of normal behaviours, such as range shelter or brushes
At least 6.9%	Free from routine surgical interventions (at least 7.1% for dairy cattle providing milk, cream, and dairy products and ingredients)	We are working with our suppliers to reduce surgical interventions for dairy cattle such as disbudding and dehorning. Our suppliers advise it is to avoid horn injuries
At least 97.1%	Pre-slaughter stunned (100% for dairy cattle providing milk, cream, and dairy products)	
WOM: At least 97.1%	Received an effective first stun (100% for dairy cattle providing milk, cream, and dairy products)	The remaining 2.9% comes from pooled material so we cannot exclude the possibility that a small proportion were given a backup or a repeat stun

CURRENT FARM ANIMAL WELFARE PERFORMANCE

Milk, Cream and Dairy Products

- 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 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.



CURRENT FARM ANIMAL WELFARE PERFORMANCE

Wild caught seafood and seafood products

This table shows the welfare measures applied to any wild caught seafood and seafood products in our global supply chain:

2024	Welfare measure	Notes
100%	Wild caught.	We do not purchase any farmed seafood or seafood products from aquaculture
100%	Responsibly sourced using sustainable fishing methods	These limit environmental impact, minimise bycatch, and avoid catching endangered species
100%	Caught without the use of Illegal, Unreported and Unregulated (IUU) fishing	
100%	Caught without the use of destructive fishing methods	Such as poisons or explosives
100%	Skipjack tuna is caught by pole and line fishing or without using Fish Aggregating Devices (FADs)	

- Suppliers are required to maintain the chain of custody in the supply chain to ensure that only the target species is supplied.



CURRENT FARM ANIMAL WELFARE PERFORMANCE

Materials that we don't purchase

- We do not purchase any materials or products from aquaculture, rabbits, ducks or geese.
- We are committed to not purchasing meat from birds reared to provide foie gras directly, or as an ingredient, in our global supply chain.
- 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.
- We do not currently purchase any turkey meat or materials containing turkey.



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. We are committed to excluding close confinement for all livestock providing the livestock materials in our supply chain.
- 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 four 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 providing the livestock materials in our supply chain.
- 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 farrowing crates. All pigs are free from close confinement as they are reared in a group-housed environment. 100% of the sows in our supply chain are free from sow stalls. We will end the use of farrowing crates by the end of 2035.
- 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 are committed to ending the prophylactic and routine metaphylactic use of antibiotics for all livestock providing the livestock materials in our supply chain.

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 use the 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. We are committed to ending routine mutilations for all the livestock providing the livestock materials in our supply chain.
- 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 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 and sheep are not subjected to any 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 multiphase 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 98.2% 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. Live animals must not be transported by sea. No live animals in our supply chain are transported by sea.
- 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 98.2% 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.

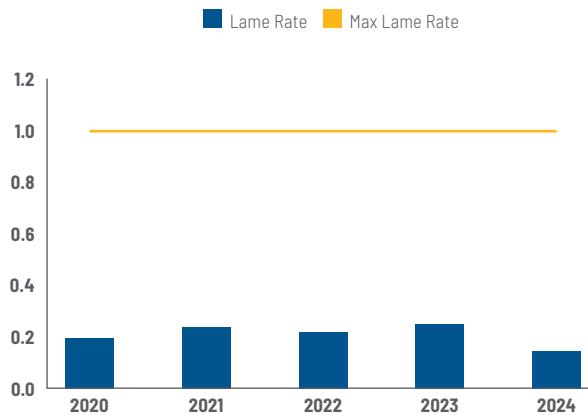
This policy applies to all animal and livestock materials throughout our global supply chain:

- 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

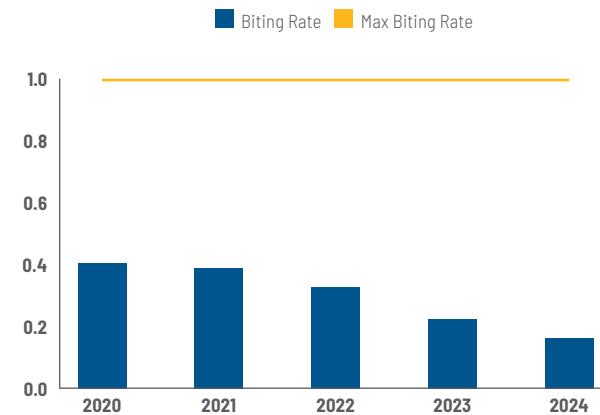
Welfare Outcomes are monitored in our supply chain to identify trends and areas for improvement.

Pigs Lame Rate %



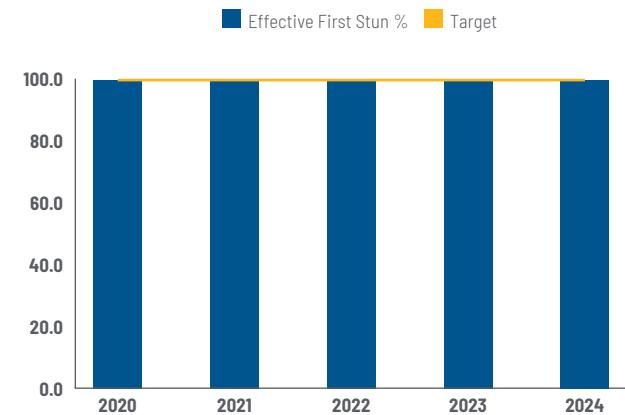
The lame rate has remained below 0.5% since before 2020. This is closely monitored at the abattoir and any issues are reported to the farmers to take corrective action.

Pigs Tail Biting Rate %



Tail biting rates remain below 0.5% and continue to decline. This is pleasing given that our suppliers are also working to reduce tail docking.

Pigs Effective First Stun %

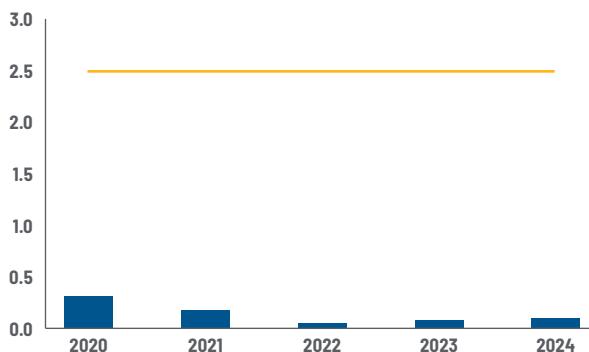


The effective stun rate remains at 100%. This is closely monitored and reported by suppliers.

APPENDIX ONE: WELFARE OUTCOME MEASURE GRAPHS

Beef Cattle Lame Rate %

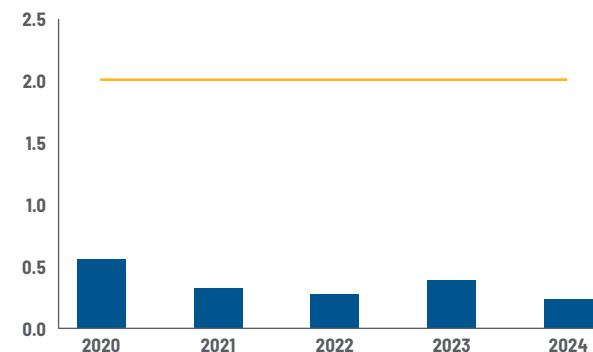
■ Lame Rate ■ Max Lame Rate



The lame rate has remained below 0.5% since 2020 and continues to decline. This is achieved through close monitoring at the abattoir and prompt reporting of any issues to supplying farmers.

Beef Cattle Back-up Stun Rate %

■ Back-up Stuns ■ Max Back-up Stuns

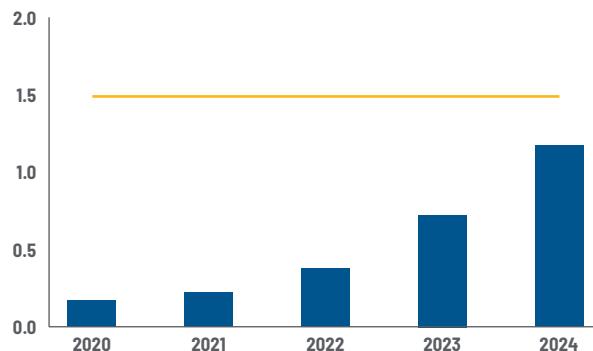


The backup stun rate remains below 0.5%. Operators are highly skilled and will re-stun if there is any doubt about the effectiveness of the first stun. The increase seen in 2023 was due to the training of new staff.

APPENDIX ONE: WELFARE OUTCOME MEASURE GRAPHS

Sheep Lame Rate %

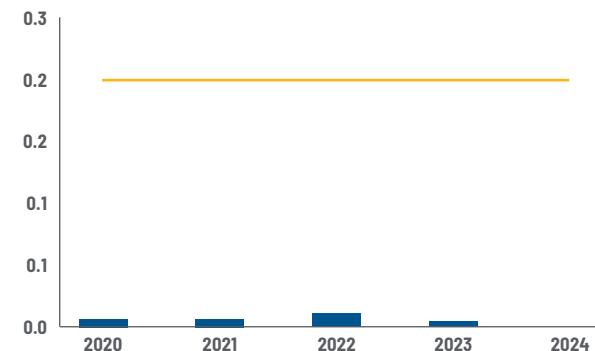
Lame Rate Max Lame Rate



The lame rate is closely monitored and reported by our supplier. In 2024 it employed a dedicated full-time Farm Welfare Officer increasing the reported lame rate. We continue to work with our supplier to improve welfare.

Sheep Dead On Arrival (DOA) %

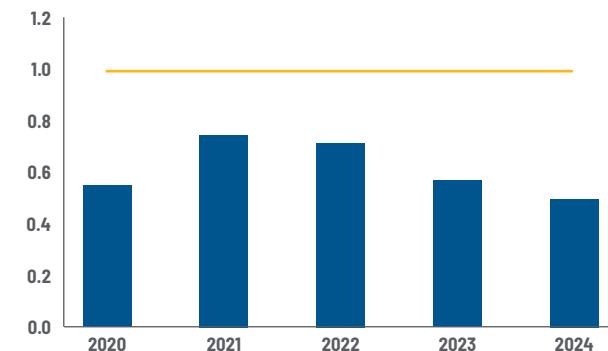
DOA Max DOA



In 2020, we added Dead on Arrival (DOA) monitoring. We are pleased to see that it was zero in 2024. We will continue to monitor to minimise this with the supplier.

Leg Cull Rate: Broilers %

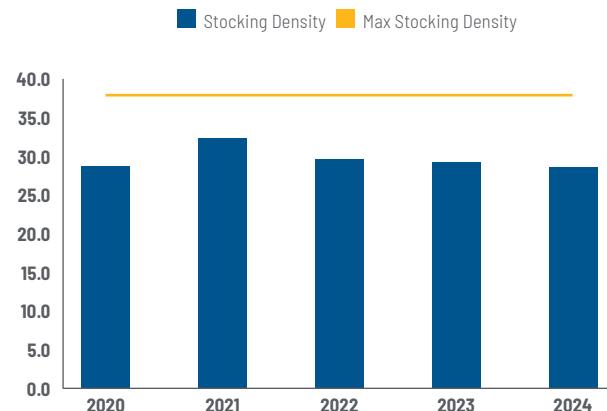
Leg Cull Rate Max Leg Cull Rate



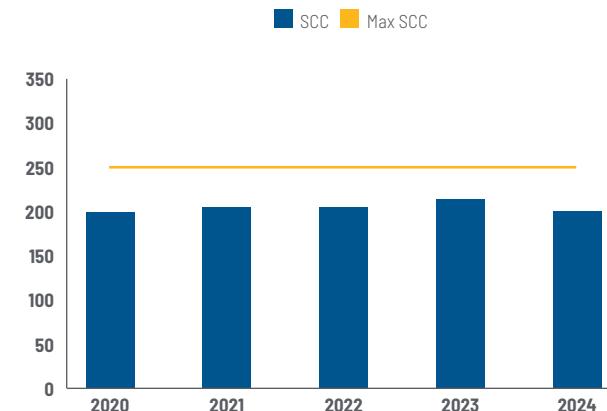
The Greggs Broiler Standard requires our suppliers to monitor the leg cull rate as an indicator of leg health. It remains below 1%.

APPENDIX ONE: WELFARE OUTCOME MEASURE GRAPHS

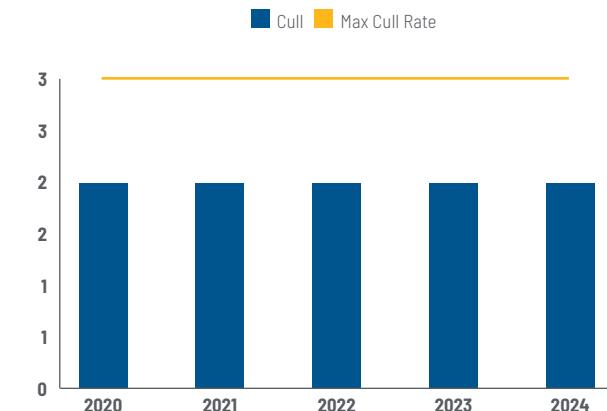
Broiler Stocking Density Kg/M²



Somatic Cell Count 000's: Dairy Cattle



Dairy Cattle Involuntary Cull Rate %



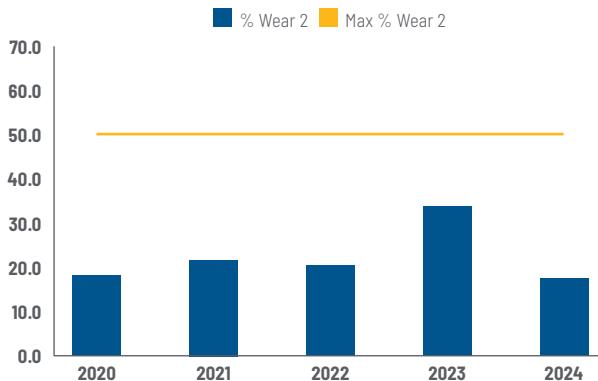
The average stocking density has remained below 30Kg/M² since 2022. This is achieved through close monitoring and supplier welfare audits.

Somatic cell count (SCC) of milk is an indicator of mastitis rates in the herd. The SCC count remains at less than 250,000 per ml. Farmer incentives encourage supplying farms to keep their average SCC below 250,000 per ml.

The involuntary cull rate has been maintained at 2% since 2020. Monthly supplier reporting continues.

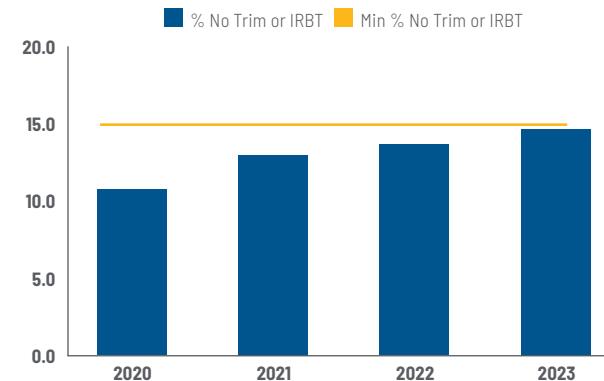
APPENDIX ONE: WELFARE OUTCOME MEASURE GRAPHS

Laying Hens % with Assurwel '2' Feather Wear



The proportion of hens with Assurwel '2' feather loss increased in 2023 due to trials to reduce IRBT beak treatment. Ongoing work to reduce IRBT treatment rates has led to the return to a lower level in 2024.

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. Work is ongoing to reduce the rate of infrared beak treatment (IRBT). A key supplier aims to exclude its use by 2030.