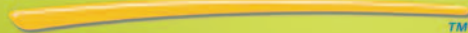




Perdue Foods



COMMITMENTS TO

ANIMAL

care

2016 AND BEYOND



2016 and Beyond: The Next Generation of Perdue Poultry Care



We are changing the way we think about raising animals to look beyond their physical needs, while elevating welfare at every step. At the same time, we're going to build closer relationships with the farmers who raise our chickens.

We are implementing a Four-Part Plan to accelerate our progress in poultry care.

1. Based on the [“Five Freedoms,”](#) Perdue will evaluate and implement production systems specifically designed to go beyond just the “needs” of our chickens to also include what our chickens “want.”
2. Perdue will re-commit to our efforts to [transform our relationship with the farmers](#) who raise our animals. We will listen and communicate effectively, evaluate our pay structures to incent best-practices, and also consider their well-being when implementing production systems.
3. We will be [transparent](#) in our programs, goals, and progress in order to build lasting trust and relationships with our stakeholders.
4. Raising animals should be a journey of [continuous improvement](#). We will continue to build an Animal Care Culture within Perdue.

Part
1

The Five Freedoms: A Global Standard for Animal Husbandry



Originally developed in Europe in 1965, and formalized by the UK Farm Animal Welfare Council in 1979, the Five Freedoms are a globally accepted standard for animal husbandry. The Five Freedoms have been endorsed by The World Organisation for Animal Health, the Royal Society for the Prevention of Cruelty to Animals and the American Society for Prevention of Cruelty to Animals.

As we progress from meeting the needs of chickens to providing for their wants, we are charting our progress using the Five Freedoms.

Here are the Five Freedoms, as defined by the Farm Animal Welfare Council.

Freedom From Hunger and Thirst by ready access to fresh water and diet to maintain health and vigor

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 Behavior 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.

Freedom From Hunger and Thirst



... by ready access to fresh water and diet to maintain health and vigor

▶ WHERE WE ARE

- All of our poultry have continuous access to feed and clean water (except for short, established periods just prior to transport).
- Their diets are based on nutritionally complete formulations that consider age and nutritional needs of the birds.
- Our advanced use of herbal products and probiotics promotes intestinal health.

▶ WHERE WE ARE GOING

- We will design and implement an approach to baby chick (starter) nutrition that better supports our birds as they are developing their immune, skeletal and other foundational systems that help keep them healthy later in life.

Freedom From Discomfort



... by providing an appropriate environment including shelter and a comfortable resting area.

▶ WHERE WE ARE

- Advanced temperature control systems in all poultry houses provide age-appropriate comfort levels.
- Across our company, 12% of our chickens have access to outdoor pasture areas and natural light via windows.
- Mandatory 'lights off' periods provide a minimum of four hours of darkness to allow birds to rest.
- We conduct testing and maintain minimum standards for air quality (minimum less than 20 ppm ammonia levels) and bedding quality.
- We have funded graduate-level studies to help understand the relationship between activity levels of our poultry and their comfort.

Freedom From Discomfort



... by providing an appropriate environment including shelter and a comfortable resting area.

▶ WHERE WE ARE GOING

- We will study and implement new space criteria for chickens based on bird activity and health.
- We will evaluate and implement a six-hour minimum ‘lights off’ resting period for all our poultry.
- We will continue to study “play” and activity levels, and implementation of enrichments that address comfort levels appropriate for different stages of a bird’s life. Our goal is to double the rate of play / activity by our chickens in the next three years.
 - These modifications will be specifically designed to address broiler chicken growth rates that cause discomfort to birds, and could include breeds of birds that grow slower and more uniformly.
- *Update September 13, 2016:* We are eliminating inserting plastic implants (known as “Noz Bonz”) into the nostrils of males in our breeder flocks, and will completely stop the practice by January 1, 2017. This will give us time to make the necessary changes to breeder house management and equipment.

Freedom From Pain, Injury and Disease



... by prevention or rapid diagnosis and treatment.

▶ WHERE WE ARE

- We have a company goal to eliminate the use of all antibiotics ('No Antibiotics Ever') but we will never withhold appropriate veterinary care.
- We provide training in welfare, euthanasia and poultry health annually for all staff, farmers, and other workers who come in contact with animals raised for our products.
- 100% of Perdue operations undergo annual independent, third-party animal welfare audits for harvest plants and live animal transport.
- We use a Controlled Atmosphere Stunning (CAS) system at one Perdue harvest plant. Our standards for all our harvest plants mandate stunning without possibility of regaining sensibility.
- We utilize gait and leg scoring systems across the company to ensure chickens are able to walk comfortably as they grow. Across all flocks, our broiler growth rate is 9 percent slower than the industry average.

Freedom From Pain, Injury and Disease



... by prevention or rapid diagnosis and treatment.

▶ WHERE WE ARE GOING

- We are committed to implementing Controlled Atmosphere Stunning (CAS) at all Perdue harvest plants. Our standards mandate CAS without possibility of regaining sensibility. Our goal is to have the next CAS installation operational by the end of 2017, followed by gradual implementation at all our harvest facilities.

Freedom To Express Normal Patterns of Behavior



... by providing sufficient space, proper facilities and company of the animal's own kind

▶ WHERE WE ARE

- In 2015, college interns conducted initial studies of on-farm activity measurement to establish baselines for four primary behaviors: Eating, Drinking, Resting, Playing
- The Arthur W. Perdue Foundation has approved funding for three graduate level fellowships designed to understand the impact of various housing enrichments on these normal chicken behaviors.
- Twelve percent of current Perdue chicken housing includes outdoor access, enrichments/enhancements, and natural light via windows.
- We are committed to never using genetically engineered breeds and/or cloned animals.

Freedom To Express Normal Patterns of Behavior



... by providing sufficient space, proper facilities and company of the animal's own kind

▶ WHERE WE ARE GOING

- By the end of 2016, we will install windows in 200 existing poultry houses and use those houses to compare bird health and activity to enclosed housing. If effective in increasing bird activity, we will establish annual targets for retrofitting houses with windows.
- We are mandating windows in all new construction of chicken houses that will be used to raise our chickens.

Freedom From Fear and Distress



... by ensuring conditions and treatment which avoid mental suffering.

▶ WHERE WE ARE

- Perdue has a zero tolerance for any instance of animal abuse or neglect.
- We have a zero tolerance for any live bird entering a scalded.
- Emergency procedures are in place to minimize fear, distress, or discomfort for our chickens in the event of disaster, accident, and/or weather event.
- All farms raising our chickens must have back-up generators or other mitigation processes to maintain ventilation in case of a power outage.
- Our established procedures minimize bird excitement and stress from changes in light or human interaction
- All chicken catching activities are monitored, in person, by Perdue associates and/or the farmer raising the chickens, and catching crews are paid incentives that reward proper handling.
- All in-plant live bird holding, staging, shackling, and stun/kill areas are continuously videorecorded. Spot-checking of live feeds is done weekly, and video is used for all investigations related to bird mistreatment in these areas.

Freedom From Fear and Distress



... by ensuring conditions and treatment which avoid mental suffering.

▶ WHERE WE ARE GOING

- We will implement video monitoring of catching crews and transport vehicles, with weekly spot checking of video recordings.
- We will implement additional pay incentives for farmers and others who handle live birds to further promote appropriate handling of live chickens.
 - To address stress and potential for injury from shackling prior to stunning, we are committed to converting all of our harvest facilities to Controlled Atmosphere Stunning (CAS) systems. Our standards mandate CAS without possibility of regaining sensibility.
 - Next CAS installation operational by end of 2017, followed by gradual and systematic implementation at all Perdue facilities.

Part
2

A Growing Partnership: Perdue and the Farmers Who Work With Us



Over the past year, we've actively sought out the opinions and concerns of the farmers who grow chickens for Perdue

We are going to build closer relationships with the farmers who raise our chickens on their farms

We recognize that the farmers who raise our chickens on their farms are critical stakeholders in our efforts to elevate our animal care programs. They, and those who work with them, make an incredible commitment to care for our chickens 24 hours a day, seven days a week. Just as we know we can and should do a better job in our relationship with farmers, we re-commit to our relationship and will focus on three critical areas:

- 1 We commit to doing a better job listening to farmers and communicating with them
- 2 We will modify our business relationships with contracts that connect care and welfare performance, in addition to production and efficiency, to pay and incentives.
- 3 We will consider the farmer's well-being when establishing housing standards, space allotments, and flock rotation cycles.

Part
3

A Promise to All Our Stakeholders: Openness, Transparency, and Trust



Through our commitment to transparency, we invite stakeholders to follow our progress and continue the discussions that are helping us shape our program.

We will be transparent and will build lasting relationships with our stakeholders

Making these commitments is just the first step in building greater trust in the way we raise animals. We pledge to be transparent in our programs, goals and progress to build lasting trust and relationships with our stakeholders.

- We will annually share key animal care metrics in a clear and concise manner.
- We will openly criticize ourselves when appropriate.
- We will honestly and respectfully answer those who constructively criticize us.
- We will embark on an “engagement” process designed to open a dialogue with a wide-variety of animal welfare stakeholders, including animal welfare advocates, academics, and animal industry experts.
- We will celebrate with our partners as we achieve our milestones.

Part
4

Only the Beginning: A Journey of Continuous Improvement

We will continuously improve by learning, listening and responding

Our “Next Generation of Poultry Care” is the beginning of journey that does not end. We will reflect on what we learn along the way, and utilize a formal framework to support continuous improvement.

- We will study “what a chicken wants” to continue to evolve our approach to raising and caring for chickens in a respectful way.
- We will work to establish a working definition for an Animal Care Culture within a company that raises animals for food. We intend to determine how this might be measured in order to hold ourselves accountable to our continuous improvement aspirations.
- Our Poultry Welfare Council, which has existed for more than 15 years, will continue to be a key element going forward. In addition, in 2015, Perdue established a dedicated executive position of Vice President, Chief Animal Care Officer & Farmer Relationship Advocate to ensure leadership for animal welfare and farmer initiatives within our senior staff.
- We will have senior leadership (Vice President level and above) participation in all audit exit reviews to assure that concerns or deviations reported via our third-party audits are heard at the highest level of our organization.
- We will study and invest in new technology when appropriate.
- Perdue’s Commitment to Animal Care is not meant to be a static statement. We will update our positions on an annual basis to reflect key learnings from this journey.



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