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Owner
Merchandising

Guideline for purchase and sale of products with animal origin to ensure good animal welfare and responsible use of antibiotics

Purpose and scope

The purpose of this guideline is to establish Menigo's Animal Welfare principles and criteria for good animal welfare and responsible use of antibiotics, and to communicate these expectations internally and to our suppliers, customers, and external stakeholders. This policy is also the basis for Menigo's statements and purchasing criteria.

This guideline covers all products in the product category of beef, veal, pork, lamb and sheep, poultry, delicatessen, ready meals, dairy, and egg in Menigo's range. This guideline covers all suppliers and sub suppliers in the entire value chain down to farm level. It applies to all brands, both Menigo owned brands and supplier brands.

Principles

This guideline is based on "Five Freedoms" which is a widely known framework for the protection of farm animals. All animals shall have freedom from hunger and thirst, freedom from discomfort, freedom from pain, injury or disease, freedom to express normal behavior and freedom from fear and distress. Good animal welfare and responsible use of antibiotics must be ensured in all stages of the value chain, from breeding to transport and slaughter of animals. All suppliers and subcontractors must comply with applicable laws, constitutions, regulations, and other specific guidelines in the area.

Animal welfare criteria

Housing

Suppliers and sub suppliers shall provide housing systems for their animals that provide appropriate space and encourage natural behaviors.

Eggs shall come from hens that have access to free-range systems, indoors as well as outdoors.

Transport of animals

Animal transportation times should be within the limits of what is considered best practice for that animal type and breed, in compliance with national, state, or regional, and local laws and regulations. Measures should be taken to reduce animal stress during transportation.

Stunning and avoidance of pain

The animals shall during surgical procedures be given anesthesia and/or pain relief. Suppliers and sub suppliers shall ensure that all interventions that may cause pain to the

animals, e.g., dehorning and castration, are carried out in a wise and responsible manner according to accepted methods to minimize pain to the animals.

Meat shall come from animals that have been completely stunned when bleeding occurs and are completely unconscious until death occurs, regardless of the stunning method.

Responsible use of antibiotics

Menigo strives to contribute to reduced antibiotic resistance and therefore we require that all meat must come from herds where responsible antibiotic use is applied. The following criteria must at least be met:

- Antibiotics must only be used to treat sick animals, Menigo does not accept that antibiotics are used for growth promoting purposes.
- Antibiotics may only be used after prescription by a licensed veterinarian and all use must be documented and followed-up.
- Individual treatment with antibiotics is the norm, group treatment must be restrictive.
- Critically important antibiotics for human medicine must not be used for treating animals.

Compliance and follow-up

To ensure that our requirements are met, the value chain is checked through:

- Approved contracts including animal welfare policy.
- Risk assessment is based on animal species, country of production and certifications.
- Risk-based follow-up takes place through the collection of certificates, self-assessment forms, supplier audits on slaughterhouses and farms, and random checks.

If non-compliance with this guideline is identified, we will work with our suppliers to ensure that effective corrective actions are taken. If a supplier is unable or unwilling to implement improvements, measures against the supplier will be initiated, these may involve temporary suspension or cancellation of contracts.