

Woolworths Group Animal Welfare Policy

We create better experiences together
for a better tomorrow

Background

Woolworths Group is united and driven by our Group purpose: to create better experiences together for a better tomorrow. We strive to have a positive impact on our team, our planet, our customers and the communities we serve - and in doing so create long-term stakeholder value and sustainable growth for our business.

We will work with suppliers, industry bodies, government, non-government organisations and other stakeholders to deliver our Animal Welfare policy objectives.

Commitment

Woolworths Group is committed to protecting the welfare of animals in our supply chain. We recognise that animal welfare is fundamental to our business because good animal welfare results in quality products and our customers trust us to do the right thing. The Woolworths Group Animal Welfare Policy is based on the 'Five Freedoms of Animal Welfare' framework^{1 2}.

We recognise that animals are sentient beings and should experience positive health and wellbeing. We are committed to continually improving our animal welfare policies and procedures. We acknowledge the 'Five Domains model'³, which reflects the evolution of animal welfare from merely avoiding negative experiences, as outlined in the Five Freedoms, to recognising animals' emotional capabilities and the need for positive experiences⁴. In collaboration with our suppliers, we aim to go beyond the Five Freedoms and provide animals with a 'life worth living'.

The 'Five Freedoms' and 'Five Domains' are:

The Five Freedoms	The Five Domains
<ol style="list-style-type: none"> 1. Freedom from hunger and thirst by providing ready access to fresh water and a diet to maintain health and vigour. 2. Freedom from discomfort by providing an appropriate environment including shelter and a comfortable resting area. 3. Freedom from pain, injury or disease through prevention, rapid diagnosis, and treatment. 4. Freedom to express normal behaviour by providing sufficient space, proper facilities, and the company of the animals' own kind. 5. Freedom from fear and distress by ensuring conditions and treatment which avoid mental suffering. 	<ol style="list-style-type: none"> 1. Nutrition - providing sufficient, balanced, varied and clean food and water. 2. Environment - providing comfort through temperature, substrate, space, air, odour, light, noise, environmental variability and predictability 3. Health - enabling good health through the absence of disease, injury, impairment, poisoning, appropriate body condition and with a good fitness level 4. Behaviour - provision of varied, novel and engaging environmental enrichment through sensory inputs, exploration, foraging, bonding, playing, retreating, sleep and others. 5. Mental State - the animal should benefit from predominantly positive states, while reducing negative states

¹ Brambell FWR, (1965), *Report of the Technical Committee of Enquiry into the Welfare of Livestock kept under intensive livestock husbandry systems*; HMSO: London, UK.

² Farm Animal Welfare Council, (2009), *Farm Animal Welfare in Great Britain: Past, Present and Future*; FAWC: London, UK.

³ Mellor, D.J., (2016), *Updating Animal Welfare Thinking: Moving beyond the 'Five Freedoms' towards a 'Life Worth Living'*; Animals, (Basel).

⁴ Mellor, D.J., (2017), *Operational Details of the Five Domains Model and Its Key Applications to the Assessment and Management of Animal Welfare*; Animals (Basel).

Scope

This Woolworths Group Animal Welfare policy applies to Own Brand products sold in Woolworths Supermarkets and Metro stores in Australia, Woolworths New Zealand and Big W. Where specific/additional requirements apply for these businesses, they are detailed separately.

This policy covers farm, transport, pre-slaughter and slaughter for farmed animals used in our Own Brand products. These include beef, lamb, pork, poultry (chicken, turkey, duck and eggs), fresh milk, fresh cream, farmed finfish and shellfish.

Own Brand

For the purposes of this policy, Own Brand is defined as products where Woolworths Group (or a subsidiary of Woolworths Group) is involved in the design and/or development of the product or packaging and/or has given direction to the product's composition. This may include products and/or packaging that feature a Woolworths Group business name or logo, or a Woolworths Group address on pack.

Non Woolworths brands (Vendor Brands) sold by Woolworths Group

Any non-Woolworths brand products must comply with our Woolworths Vendor Trading Terms (Part B) for either Australia or New Zealand (as applicable) found on Partnerhub. Our Woolworths Vendor Trading Terms stipulate that all relevant legislation must be complied with. Vendors supplying animal products under their own brands to Woolworths must comply with all relevant state and territory legislation in regards to animal welfare, or the prevention of animal cruelty, in the country it is produced.

Compliance

This Animal Welfare Policy is implemented and assessed through relevant audits and assessments to ensure that our policies and procedures are being followed. Suppliers are responsible for keeping records of current certificates. These independent, third party assessments are undertaken to our prescribed requirements and standards, including the Woolworths Greenstock Standards and Woolworths Supplier Excellence program (where relevant).

Woolworths teams regularly assess and analyse to monitor compliance and track progress against our policy requirements. Non-compliance will be investigated and resolved.

Woolworths Group Policy for Own Brand Products

Farm, transport and processing requirements

General Principles

- All processors and suppliers must comply with all relevant state and territory legislation in regards to animal welfare or the prevention of animal cruelty in the country it is produced in.
- Farms must meet any current local legislative requirements as a minimum.

Antibiotic Usage

- Where antibiotics are used, they must be used responsibly within our supply chains to protect the health and welfare of animals when they are ill, as well as reducing the threat of antimicrobial resistance on human health. Antibiotics must only be used within our supply chains under the supervision and guidance of a veterinary surgeon. All our suppliers are encouraged to adopt the 5 R's approach which centres around the principles of Responsibility, Reduction, Refinement, Replacement and Review. (Refer to Woolworths Australia POL.042 'Policy - Antimicrobial Stewardship')

Genetics

- No livestock is allowed to originate from genetically modified or cloned stock. This includes dairy, beef, lamb, poultry, eggs, pigs, farmed finfish and shellfish.
- Animals used to produce organic ranges of meat, eggs and milk must be reared on non-Genetically Modified feed. Genetically Modified feed is allowed in the production of our non-organic meat, eggs and milk (Woolworths POL.044 'Genetically Modified (GM) Ingredients').

Livestock Health

- Livestock must be fed an adequate diet to maintain health and vigour and meet the nutrition requirements of that animal. Clean water must always be available and easily accessible.
- Woolworths Group is committed to eradicating the practice of routine husbandry procedures and is working with suppliers to find alternatives. Husbandry procedures should only be undertaken to protect the welfare of the animals. Where certain practices are currently unavoidable within the industry (e.g. disbudding or castration of male cattle or sheep) suppliers must utilise early intervention. Any procedures must be carried out by a trained and competent individual using the most humane techniques and recognised best practice with appropriate anaesthesia and analgesia administered to minimise pain.
- Woolworths Group is committed to providing species specific environmental enrichment where possible within our supply chains.
- Dairy, lamb, poultry, eggs, pigs, farmed finfish and shellfish species and Woolworths New Zealand beef must be reared without added hormonal growth promotants including antibiotics, beta agonists and growth enhancers.

Close Confinement

- Woolworths Group is committed to eradicating confinement where possible, such as removing cages from our egg supply chain.
- All Woolworths Australia and Woolworths New Zealand branded fresh pork must be gestation sow stall-free.

Transport

- Animals should only be transported when their welfare can be appropriately managed, and transport must not be the cause of an animal's welfare deteriorating. Animal transport times must be minimised at all times and must adhere to the relevant national transport requirements and/or codes. Suppliers should target 8 hours or less transportation time.

Slaughter

- All livestock must have been humanely slaughtered and all animals must be pre-slaughter stunned. Suppliers must record the pre-slaughter stunning process and efficacy of the system.
- All Woolworths approved abattoirs must have CCTV in place for key animal handling processing areas.
- All people involved in handling animals must be appropriately trained and/or hold any relevant certifications.
- Woolworths Group will not sell live finfish.
- All Own Brand farmed finfish must be killed using methods that result in rapid and irreversible loss of consciousness.

Other Policy Positions**Food**

- Woolworths Group will not sell farmed rabbit, horse meat, Foie Gras or products that have been force-fed.
- Woolworths Group does not allow monkeys to be used in harvesting of coconuts or coconut derived products.

Non-Food

- Woolworths Group will not sell animal-derived fur products including angora rabbit fibre.
- Woolworths Group will only use animal products (e.g. feathers or leather) which are a by-product of the food industry. We prohibit live-plucking or harvesting of feathers.
- Woolworths Group prohibits any animal testing for our own brand products (excluding pet food). Woolworths Group will not commission or request animal testing of its Own Brand products or raw materials that are used within its Own Brand product formulations. We will however at this time accept Toxicity Testing for Home Compostable as per the AS 5810-2010 and Industrially Compostable as per AS 4736-2006 (or latest editions of these standards) that require earthworms until an appropriate in vitro method is applied to this standard.

Australian Requirements

In conjunction with Woolworths Group animal welfare requirements, Woolworths Supermarkets Australia also has the following additional requirements for its **Own Brand** products:

Chicken (fresh, frozen & ingredient)

- All Woolworths brand chicken must be RSPCA Approved.
- All Woolworths ingredient chicken (where chicken is a defined ingredient) must be RSPCA Approved or equivalent. Chicken in pet food and derivatives in cooking products as ingredients or products (e.g. gravy, stock, fat, gelatine and extracts) are not currently included in the scope of this requirement.
- All Macro brand chicken must be either certified to RSPCA Approved (Indoor and Outdoor requirements) or certified organic.
- Suppliers and associated parties involved in the transport of live own brand poultry must meet the following standards:
 - Australian Welfare Standards and Guidelines for Land Transport of Livestock (2012); and
 - RSPCA Approved Farming Scheme Standard for Meat Chickens (2020) - Section 12 'Catching and Transport'.
- Where incidents occur during transport involving live own brand poultry, the following actions must be taken:
 - The Woolworths Senior Manager (Planet) responsible for Animal Welfare, Merchandise Manager, Category Manager, and the RSPCA must be informed as soon as practicable.
 - A root-cause analysis of the incident must take place. The Woolworths team members listed above must be advised of the outcomes and actions to be taken to prevent future occurrence.
 - Where necessary, poultry must be humanely euthanised/slaughtered according to RSPCA Approved Farming Scheme Standard for Meat Chickens (2020)
 - Suppliers must report any trends relating to truck incidents to Woolworths' Senior Manager (Planet) responsible for Animal Welfare

Turkey

- All Woolworths brand whole turkeys must be RSPCA Approved.
- All Macro brand turkeys must be FREPA Certified or certified organic

Eggs

- All Woolworths brand whole shell eggs must be cage free.
- All Woolworths brand eggs must meet ESA Level 3 for Rearing and Layer Farms or equivalent, or higher.
- All Macro brand whole shell eggs must be either Free Range Eggs or certified organic.
- All Macro brand ingredient eggs must be cage free.
- By 2025 all vendor branded whole shell eggs must be cage free.
- By 2025 egg as an ingredient in Woolworths brand food products must be cage free. Egg ingredient processing aids or where egg is less than 1% of total formulation, unless where used as a characterising ingredient, are not currently included in the scope of this requirement.

Woolworths Brand Milk and Cream (including Farmers' Own Milk)

- Euthanising of bull calves on-farm is prohibited other than for health reasons.
- Milk must be sourced from cows that are free from routine tethering and tail docking.
- Milk must be sourced from cows that are not permanently housed.

Pork

- All Woolworths fresh pork must be produced in accordance with the Australian Pork Industry Quality Assurance Program (APIQ) Gestation Stall Free Standard.
- All Macro fresh pork must be free-range (APIQ certified or equivalent) or certified organic.
- Transport times for livestock must not exceed 8 hours.
- All Woolworths pork abattoirs must be certified by the Australian Livestock Processing Industry Animal Welfare Certification System as well as adhering to our Woolworths Greenstock Abattoir and Boning Room Standard.
- All Woolworths pigs must be purchased directly from the farm by the Woolworths Greenstock Livestock Team.

Red Meat (Beef and Lamb)

- All own brand fresh red meat raw material must meet all National Livestock Identification System (NLIS) and associated Livestock Production Assurance (LPA) requirements.
- All Woolworths cattle are purchased over the hooks (OTH) by the Woolworths Greenstock Livestock Team, and transported directly from farm to abattoir.
- All Woolworths cattle coming from feedlots must be accredited to Australian Lot Feeders' Association (ALFA)/National Feedlot Accreditation Scheme (NFAS) and meet the Woolworths Feedlot Standard.
- Grass Fed beef cattle must meet the Greenstock Grass-Fed Standard.
- All Woolworths beef and lamb abattoirs must be certified by the Australian Livestock Processing Industry Animal Welfare Certification System as well as adhering to our Greenstock Abattoir and Boning Room Standard.

New Zealand Requirements

In conjunction with Woolworths Group animal welfare requirements, Woolworths New Zealand also has the below additional requirements for its **Own Brand** products:

All fresh beef, lamb, pork, poultry (chicken, turkey, duck and eggs) and milk are sourced from approved New Zealand suppliers. Due to global demand for New Zealand beef and lamb, there may be times when there is a need to source these products from other international suppliers. All abattoirs supplying Woolworths New Zealand must be licensed by the Ministry for Primary Industries, with their representatives performing animal welfare regulation monitoring. These abattoirs process all of our Ovine, Bovine and Porcine fresh meat.

Chicken

- All Woolworths New Zealand Own Brand fresh chicken must be certified to the SPCA Certified Standards for Meat Chickens and meet the requirements for barn systems.
- All Woolworths New Zealand Own Brand ingredient chicken (where chicken is a defined ingredient) must be sourced in line with the Ministry for Primary Industries Code of Welfare for Meat Chickens.
 - For internationally sourced ingredient chicken, the chicken must be certified to an animal welfare standard. This standard must be approved by a Woolworths New Zealand Sustainable Sourcing Specialist.
- All Woolworths New Zealand Macro Free Range chicken must be certified to the SPCA Certified Standards for Meat Chickens, and meet the requirements for free range systems.

Turkey

- All Woolworths New Zealand Own Brand turkeys must be certified to a Woolworths New Zealand approved animal welfare standard.

Duck

- All Woolworths New Zealand Own Brand duck must meet the requirements of the Animal Welfare Act 1999.

Eggs

- All Woolworths New Zealand Own Brand whole shell eggs must be cage-free, certified to the SPCA standards for Free Range and Barn Layer Hens, and meet the requirements for barn systems. They must also meet the Woolworths New Zealand Egg Industry Standard.
- All Woolworths New Zealand Macro whole shell eggs must be cage-free, certified to the SPCA standards for Free Range and Barn Layer Hens, and meet the requirements for free range systems. They must also meet the Woolworths New Zealand Egg Industry Standard.
- All vendor brand whole shell eggs must be cage free in the North Island and by the end of 2025 must be cage free in the South Island.
- By the end of 2025, egg as an ingredient in Woolworths New Zealand Own Brand food products must be cage free. Egg ingredient processing aids or where egg is less than 1% of total formulation, unless where used as a characterising ingredient, are not currently included in the scope of this requirement.

Woolworths New Zealand brand Milk and Cream

- All Woolworths New Zealand Own Brand milk must meet the Ministry for Primary Industries Dairy Code of Welfare standards. This includes cattle being free from routine tethering and tail docking, as well as minimum legal standards for calf management and any emergency euthanising.
- Macro Organic Milk must be certified organic to a Woolworths New Zealand approved third-party organics standard and certified by a Ministry for Primary Industries-recognised third-party agency for organic certification.

Pork

- All Woolworths New Zealand Own Brand fresh pork must meet the Ministry for Primary Industries Pig Code of Welfare standards, be free farmed and certified to a Woolworths New Zealand approved third-party animal welfare standard, e.g. SPCA.
- All Woolworths New Zealand Macro fresh pork must be either free-range or organic, certified to a Woolworths New Zealand approved third-party animal welfare or organics standard, e.g. SPCA or organics standard (certified by a Ministry for Primary Industries-recognised third party agency for organic certification).

Red Meat (Beef and Lamb)

- All Woolworths New Zealand fresh New Zealand beef and lamb must meet the Ministry for Primary Industries Sheep and Beef Cattle Code of Welfare standards, and must be grass fed.

BIG W Requirements

BIG W is a discount department store within the Woolworths Group. BIG W ranges no own brand animal products for human consumption. BIG W is aligned with the Woolworths Group policy and has the below additional requirements for its **Own Brand** products across apparel, footwear and home products. BIG W does not have any fresh food offerings or animal products for human consumption in Own Brand products except for pet food and confectionery.

Additional Requirements

- Animal products from slaughtered species must be by-products of the food industry.
- Products must not be created from animals slaughtered exclusively for their skin, feather or down.
- Feathers must not come from a live-plucked source.

Wool

- BIG W is committed to sourcing wool certified to the Responsible Wool Standard (RWS) or an equivalent standard that prohibits mulesing, across our own brand apparel, footwear and home textile products by the end of 2030. The Responsible Wool Standard (RWS) aims to improve the welfare of sheep and the land they graze on. Farmers certified to RWS must meet certain animal welfare, land management, and social requirements. Sourcing certified RWS wool ensures that there is an end to end chain of custody from farm to product. More information on the Responsible Wool standard can be found on the [Textile Exchange website](#).

Document Version	POL.019 - V7
Date Approved	16 December 2024
Date Effective	16 December 2024
Author	Senior Manager Planet (Environment), Group Sustainability
Accountable	General Manager - Planet, Group Sustainability
Owner	Group Sustainability
Audience	Internal and Authorised External - Uncontrolled outside of Woolworths Platforms
Review Date	12 months from approval date (unless otherwise required)