



This policy is owned by: Quality Assurance
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Animal Welfare Report 2020

Governance

Our commitment to “Better Ingredients” guides us in every area, and Papa John's International is committed to the humane treatment of animals within its diverse supply chains. Animal welfare is a key component of our Corporate Responsibility Framework, being reported under [Responsible Sourcing](#). As such corporate governance is defined, with responsibility falling to the [Corporate Governance and Nominating Committee](#).

At a local level the day to day responsibility for fulfilling our animal welfare commitments for Papa John's (GB) Ltd falls to the Regional Audit team, under the direct oversight of the Leadership Team.

Implementation of our **Core Animal Welfare Commitments**

All suppliers of core ingredients to Papa John's (GB) Ltd must sign and agree to abide by our Animal Welfare policy.

By the end of 2022, all core ingredients must be sourced from supply chains approved by a recognised farm assurance scheme.

Details of the assurance scheme(s) must be submitted to the Regional QA at least annually, or as any changes in supply are proposed.

Current approval will be tested as part of any traceability exercise completed.

Where the recognised farm assurance scheme does not address all the elements of our **Core Animal Welfare Commitments**, the supplier must obtain written confirmation from the supply chains that these commitments are being met.

Any incidence of non-compliance will be reported to the Regional QA who will co-ordinate a root cause analysis and log corrective actions.

Papa John's (GB) Ltd has committed to animal welfare awareness training for those involved with implementing our Animal Welfare policy, for example Regional QA, Regional SCM Director, Papa John's UK and International Leadership Teams.

Our **Core Animal Welfare Commitments** in practice

To reduce the use of close confinement of farm animals (including excessively high stocking densities).

Laying Hens: All eggs, must be sourced from cage free production systems.

Chicken: We expect all our supply chains to be operating to the Council Directive 2007/43/EC of 28 June 2007 laying down minimum rules for the protection of chickens kept for meat production as a minimum,



irrespective of the country of origin. From 2026, all our core chicken in UK and European outlets, will be sourced from supply chains that meet the requirements of the Better Chicken Commitment. Throughout 2021, we will be working with our suppliers and others within the industry, to scope out how this will be achieved.

Pigs: Our pork is supplied from Europe, where gestation stalls can only be used for a maximum of 28 days, post service. Additionally, we encourage our suppliers to source from supply chains where this period is greatly reduced, mirroring the UK position of temporary isolation, defined as a maximum of 4 hours. Farrowing crates will be used for a maximum period of 35 days (7 days prior to expected farrowing date and for 28 days post farrowing). Our long-term objective is to source from free farrowing systems, but no clear pathway has yet been defined.

Dairy Cows: Our Mozzarella and String Cheese are produced from milk sourced from UK and Irish farms. Our long-term objective is to source from farms that provide seasonal access to grazing and do not tether routinely, but no clear pathway has yet been defined. Tethering and permanent housing systems are permitted under legislation and the assurance schemes in these countries.

Beef: Our beef is sourced from the UK, Europe and South America. We are working with our suppliers to ensure that concentrated animal feeding operations (CAFOs or feedlots) are excluded from our supply chains.

To increase the number of animals provided with stimulating and complex environments that enable species-specific behaviours.

Pigs: Our European pig producers are required by law to provide enrichment to promote rooting and manipulation behaviours. We are mindful of the fact that the EU published recommendations in March 2016 which emphasised the need for better enrichment provision to reduce the over reliance on tail docking (Reference: COMMISSION RECOMMENDATION (EU) 2016/336 of 8 March 2016 on the application of Council Directive 2008/120/EC laying down minimum standards for the protection of pigs as regards measures to reduce the need for tail-docking). Many of the recognised farm assurance schemes have subsequently amended their requirements in-line with these recommendations.

As part of our Better Ingredient journey, during 2021 we will be asking suppliers to report on the types of enrichment provided, as well as the percentage of pigs being tail docked, and the level of tail biting lesions noted at the slaughter sites. This information will then be used to establish an action plan, where needed, to improve the level of enrichment provision.

Chicken: Many of our suppliers already provide natural light, perching and pecking opportunities for our birds. We will be looking to increase both the number of farms providing such access and the level of access on each farm, ahead of meeting the commitment of the Better Chicken Campaign by 2026.

As part of our Better Ingredient journey, we will be asking suppliers to report on their progress at least annually. Systems to monitor and report hockburn and footpad lesions will be implemented during 2021.

To ensure farm animals subject to genetic engineering or cloning and/or their progeny or descendants are not used within our supply chain.

We require all our suppliers to make declarations to this effect by the end of 2020.

To ensure growth promoting substances (hormonal and antibiotic) are not used within our supply chain.



Pigs: Our pork is sourced from the UK or Europe where the use of growth promoting substances (hormonal and antibiotic) already is not permitted by law.

Chicken: Our chicken is sourced from Europe or Thailand. The use of growth promoting substances (hormonal and antibiotic) is not permitted by law in Europe and is not permitted by the recognised farm assurance schemes adopted in Thailand and with which we require our Thai suppliers to comply.

Dairy Cows: The milk for our core cheese toppings is supplied from the UK and Europe where the use of growth promoting substances (hormonal and antibiotic) already is not permitted by law.

Beef Cattle: Our beef is sourced from the UK, Europe and South America. The use of growth promoting substances (hormonal and antibiotic) is not permitted by law in Europe and we are currently working with suppliers to exclude them from any South American supply chains.



To reduce the use of antibiotics and as a first step prohibit routine prophylactic use of critically important antibiotics, within our supply chain.

For 2020 the slogan launched for The World Antimicrobial Awareness Week is '*Antimicrobials: Handle with care*'. We will use the week of 18-24 November 2020 to raise the awareness among our suppliers of our antibiotics policy, to understand what support they need to establish stronger guidelines across our supply chains.

To recognise that body alterations (e.g. beak trimming, tail docking) are required within some farming systems, to prevent a perceived greater harm. To seek alternative farming systems which reduce the need for such alterations where possible and to ensure where they are deemed strictly necessary, they are carried out against robust procedures by qualified staff.

We have identified the following body alterations which could potentially occur within our supply chains and which we seek to eliminate except where it is clear that they prevent a greater harm.

- **Pigs: Castration, tail docking and teeth clipping**
- **Chicken: Beak trimming, spur and 4th toe removal in breeding stock.**
- **Laying Hens: Beak trimming**
- **Dairy Cows: Tail docking**
- **Beef Cattle: Castration, de-horning, dis-budding, branding.**

As part of our Better Ingredient journey, we are working with our suppliers to understand the occurrence of these practices, determine the current controls in place and set out a pathway to promote best practice, in the first instance, and avoidance in the longer term.

Tail docking already is not permitted within the dairy farm assurance schemes followed by the farms supplying into our core cheese toppings.

To recognise that it is essential to render an animal unconscious before it is slaughtered, for it to be insensible to pain, discomfort and stress, until death occurs.

We do not promote our products as suitable for Halal or Kosher.

Our meat is sourced from sites that ensure animals are stunned prior to slaughter.

Our chicken products may be sourced from Halal approved sites, but they still require that the birds are stunned prior to slaughter.

As part of our Better Ingredient journey, we will work with our suppliers and audit partners to ensure that by the end of 2021, all slaughter sites used for meat products supplied to Papa John's GB commit to using pre-stun methods of slaughter for all animals, not just those destined for our supply chain.

To recognise that live transportation is a necessary step in our supply chain and that it poses one of the greatest welfare challenges. To reduce live transport times to a minimum, ideally below 8 hours.

As part of our Better Ingredient journey, we will work with our suppliers to monitor the journey times within their supply chains during 2021 and analyse the data to establish and agree meaningful targets for 2022. If and as improvements in journey times are not being achieved, we will work with suppliers to develop alternative supply chains.



Innovation and Collaboration

We encourage innovation throughout our animal-based supply chains and will monitor industry best practices through liaison with regulators, our suppliers, industry trade bodies and other relevant stakeholders to ensure that we continue to drive improved animal welfare wherever possible.

We aim to promote the message of animal welfare within our industry sector, and through The Pizza Pasta and Italian Food Association (PAPA), to improve the level of compliance across our shared supply chains.

Performance and Impact

Farm Assurance

80% of chicken products are sourced from farm assured supply chains, accounting for 71% of meat products.

Confinement

100% of laying hens are from cage-free systems.

100% of pigs sow stall free / cage free.

Enrichment

23% of meat chickens are provided with objects to encourage pecking and perching behaviour.

100% of pigs are provided with objects or substrates to encourage rooting or manipulation behaviour.

Body Alterations

100% of meat chickens undergo no beak treatment.

100% of dairy cows supplying milk for core cheese toppings are free from tail docking.

Pre-stun

100% of pigs, chicken and beef animals supplying into our core menu are pre-stunned prior to slaughter.

Our aim is to report on global volumes by end of 2021.