



November 2025

### Implementation of our Core Animal Welfare Commitments

All suppliers of core ingredients to Papa John's (GB) Ltd (PJUK) must sign and agree to abide by our Animal Welfare Policy and to provide key performance data and information as detailed in the annual Animal Welfare Report.

For the purpose of the Animal Welfare Policy, core ingredients for Papa John's (GB) Ltd (PJUK) are defined as follows:

**Chicken:** Grilled Chicken Topping, Wings, Poppers

**Beef:** Spicy Beef Topping

**Pork:** Sausage Toppings, Pepperoni, Bacon, Ham

**Milk:** Mozzarella

Non-Core ingredients which fall within the scope of our Animal Welfare Policy Commitments

**Egg:** ingredient in Chocolate Chip Cookie, Chocolate Brownie, Cookie Dough Puck, Raspberry & White Chocolate Choux & Mini Beignets – Speculoos

**Milk:** String Cheese

This year our egg ingredient supply has increased to cover an additional 3 items, from 2 additional suppliers and a new chicken supplier has contracted. The above ingredients are procured from 9 suppliers all of which have returned signed agreements to adopt and implement our Animal Welfare Policy.

### **Farm Assurance**

In September 2020 our objective was that all core ingredients would be sourced from supply chains approved to a recognised farm assurance scheme by the end of 2022. We achieved this 9 months early and have since extended the scope to include egg ingredient supply and milk for string cheese and maintained 100% compliance during 2024.

Compliance with our farm assurance requirements are recorded and monitored as follows:

- Details of the assurance scheme(s) will 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. From 2025, we will introduce a regular traceability challenge for all relevant suppliers conducted by a third party auditor, focusing specifically on evidence of farm assurance.
- Where the recognised farm assurance scheme does not address all the elements of our Core Animal Welfare Commitments, the supplier will 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.

Table 1: Farm Assurance Progress Report

	Actual					Objective
	2020	2021	2022	2023	2024	2025
Chicken	80%	80.3%	99%	100%	100%	100%
Beef	Not Reported	25.0%	100%	100%	100%	100%
Pork	Not Reported	45.3%	100%	100%	100%	100%
Milk	Not Reported	100.0%	100%	100%	100%	100%
Egg	Not Reported	Not Reported	100%	100%	100%	100%

\*based on core ingredient production dates

At this stage recognised farm assurance schemes will not be promoting higher welfare, although this will become a requirement for chicken, as suppliers implement our Better Chicken Commitment (BCC).

#### Non-compliances

**July 2025:** KPI data has not been forthcoming from one supplier (egg ingredient) for 2024 and has yet to be implemented for 2025.

**Issue:** Whilst the traceability exercise verified the use of free range eggs, the other laying hen KPIs cannot be reported in full.

**Root Cause:** Poor initial engagement with the supplier when product introduced as a Limited Time Offer, meaning that when the product transitioned to mainstream it proved difficult to introduce additional requirements.

**Corrective Action:** Introduce a more robust onboarding process for new suppliers, to ensure that they are aware of the expectations from the outset.

**Timelines: End 2026**

Table 2 lists our core animal welfare commitments and whether the farm assurance schemes within our supply chain provide independent verification of compliance.

	Indicates the standard is in line with our commitment
	Indicates the standard does not support our commitment

Table 2: Core Animal Welfare Commitments Covered by Current Farm Assurance Schemes

	Red Tractor	Bord Bia	QS	IKB-KIP	FARM FIRST	Global SLP	RSPCA Eggs
Cages - Chicken							
Cages - Laying Hens (Eggs)							
Stocking Density - Chicken (kg/m <sup>2</sup> )	38	39	39	42	38		
Gestation Stall							
Farrowing Crate							
Air Quality irrespective of kg/m <sup>2</sup>							
Carbon dioxide							
Ammonia							
Temperature							
Humidity							
Guaranteed Outside Access - Dairy							
Tethering - Dairy							
Use of CAFO							
Guaranteed Outside Access - Beef							
Group Housing (from birth) - Beef							
Disbudding / Dehorning - Beef / Dairy							
Environmental Enrichment - Pigs							
Environmental Enrichment - Chicken							
Environmental Enrichment - Dairy							
Environmental Enrichment - Beef							
Genetic Engineering & Clones							
Growth Promoters							
Prophylactic Use of Antibiotic							
Routine Metaphylactic Use							
Tail Docking - Dairy Cows							
Beak Trimming - Chickens							
Beak Trimming - Laying Hens*							
Day old death of male chicks*							
Tail docking - Pigs							
Castration - Pigs							
Pre-Stun Slaughter							
Non Inversion Stunning - Chicken							
High CO <sub>2</sub> Slaughter - Pigs							
Maximum Journey Time							

\*RSPCA new hatchery standard has indicated intent to raise standards in the area of beak trimming of laying hens and the death of surplus day old over the next 5 years.

## Our Core Animal Welfare Commitments in practice

1. **As an absolute minimum not to source from countries which have poor animal welfare legislation<sup>1</sup> and to meet all local regulations with regard to animal welfare.** Suppliers should aspire to source from supply chains which meet all EU legislation (Directives and Regulations) applicable to farmed animal welfare, on-farm, during transport and at slaughter.

The majority of our core products are sourced from the UK or EU. The exception is chicken from Thailand, which is now 100% farm assured to standards that encompass the requirements of the Council Directive 2007/43/EC of 28 June 2007 laying down minimum rules for the protection of chickens kept for meat production.

2. **To end the use of close confinement of farm animals** including, but not limited to, cages, crates, excessively high stocking densities, concentrated animal feeding operations and restricting access to pasture.

**Laying Hens:** Papa John's currently use egg as an ingredient in five menu items.

**Objective:** 100% of ingredient eggs sourced from cage free production systems.

**Chicken:** In February 2020, Papa John's publicly committed to the Better Chicken Commitment (BCC) for all UK and European outlets. From 2026, all our core ingredient chicken, will be sourced from supply chains that meet the BCC requirements. Our current suppliers have committed to work with us and others within the industry, to scope out how this will be achieved.

**Objective:** To report annually on the progress of our suppliers against each of the BCC requirements.

**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.

**Objective:** 100% pork sourced from systems where gestation stalls are used for a maximum of 28 days, post service.

**Dairy Cows:** Our Mozzarella and String Cheese were produced from milk sourced from UK and Irish farms, where tethering and permanent housing systems are permitted under legislation. In November 2021 Red Tractor prohibited the use of tethered housing systems. In order to achieve our objective of sourcing milk from dairy cows that are not tethered routinely, our cheese is now sourced from UK milk only.

Our long-term objective is to source from farms that provide seasonal access to

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<sup>1</sup> Defined as G under "Protecting animals used in farming" in the Animal Protection Index (API), World Animal Protection. <https://api.worldanimalprotection.org/indicators>

grazing (for a minimum of 6 hours daily, over 120 days per season) and our supplier is now collecting and submitting data to provide visibility of our level of compliance.

**Objectives:** 100% milk sourced from cows which are not tethered. In 2023, we started to report on the % of milk sourced from cows which have access to pasture seasonally (for a minimum of 6 hours daily, over 120 days per season).

**Beef:** Since moving to farm assured sources all beef is sourced from within the UK or EU.

**Objective:** 100% of beef sourced from cattle that are free from confinement in CAFOs or feedlots.

**Calves:** Both dairy and beef supply chains can be complex, with a number of farms involved upstream of the supplying farm. Farm assurance does not cover an animal's entire life and so knowledge of and influence on what happens from birth is challenging. It is not possible at this stage to collect robust and meaningful data on group housing of calves from birth, as often this process is happening on a different farm to those which supply us.

### 3. To provide all farm animals with stimulating and complex environments that enable species-specific behaviours across all our supply chains.

**Pigs:** Our European pig producers are required by law to provide enrichment to promote rooting or 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.<sup>2</sup> Many of the recognised farm assurance schemes have subsequently amended their requirements in-line with these recommendations.

As part of our commitment to BETTER INGREDIENTS. BETTER PIZZA, we have asked suppliers to report at the end of Q2 and Q4 each year, 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 is still proving challenge to acquire. 2022 saw the first full submission from one pork supplier, and whilst we have shared the learnings data on pigs being tail docked is still proving to be a challenge. Once the data is being submitted regularly, it will then be used to establish an action plan, where needed, to improve the level of enrichment provision.

**Objective:** 100% of pork is sourced from pigs which have access to appropriate enrichment to prevent the routine use of tail docking. To report on both the level of tail docking and tail lesions within our supply chains and collect data on the provision and types of enrichment used.

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<sup>2</sup> 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

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**Chicken:** Many of our European and Thai 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 provision on each farm, ahead of meeting the requirements of the Better Chicken Commitment by 2026.

As part of our commitment to BETTER INGREDIENTS. BETTER PIZZA, we have asked suppliers to report on their progress at the end of Q2 and Q4 each year. Systems to monitor and report hockburn and footpad lesions were also implemented during 2021.

**Objective:** 100% of chicken is sourced from chickens which have access to appropriate enrichment to reduce the incidence of hockburn and footpad lesions. To report on the level of enrichments provided and on the incidence of hockburn and footpad lesions within our supply chains.

**Eggs:** Our laying hens all have access to outdoor ranges as well as perches within their accommodation.

**Objective:** 100% laying hens have access to outdoor ranges and perches.

**Dairy:** Our cheese supplier is reporting on the provision and types of enrichment used on their supplying dairy farms.

**Objective:** 100% of dairy farms have outdoor access seasonally (for a minimum of 6 hours daily, over 120 days per season) or where housed, have access to cow brushes or scratch poles.

**Beef:** We have yet to agree species specific enrichment requirements for beef.

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

All our suppliers make annual declarations to this effect, and have done since the end of Q2 2021.

**5. To ensure growth promoting or production enhancing substances, containing (or simulating the action of) hormones, antibiotics and beta agonists are not used within our supply chain.**

**Chicken:** Our chicken is sourced from Europe or Thailand. The use of growth promoting substances (hormonal, antibiotic and beta agonists) is not permitted by law in Europe and is not permitted by the recognised farm assurance schemes adopted in Thailand. Now that the full supply chain is farm assured, we have independent verification that these substances are not being used.

**Pigs, Dairy Cows, Beef Cattle and Laying Hens:** The pork, milk, beef and eggs for our core ingredients are supplied from the UK or EU where the use of growth promoting substances (hormonal, antibiotic and beta agonists) is not permitted by law. Now that the full supply chain is farm assured, we have independent verification that these substances are not being used.

**6. To end the reliance on antibiotics to support poor production systems, by avoiding their routine prophylactic and metaphylactic use and by limiting the use of critically important antibiotics across our supply chains.**

The introduction of Regulation (EU) 2019/61 on Veterinary Medicines and Regulation (EU) 2019/4 on Medicated Feed, which came into force on 28 January 2022, has strengthened the position on routine prophylactic and metaphylactic use in many of our supply chains. The farm assurance schemes used within our supply chains provide independent verification that routine prophylactic and metaphylactic use is being avoided.

We recognise, however, that farm assurance programmes differ widely in their approach to strategies for limiting the use of critically important antibiotics and we have not yet determined a pathway to deliver effectively on this commitment. Our intention is to prioritise setting an objective for this commitment during 2026.

**7. To end the use of routine mutilations for all species, by sourcing from alternative farming systems. In the interim, where mutilations are deemed strictly necessary, they must be carried out against robust procedures by qualified staff, ideally under anaesthesia and providing pain relief.**

We have identified the following body alterations which could potentially occur within our supply chains.

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

As part of our commitment to BETTER INGREDIENTS. BETTER PIZZA, we will work with our suppliers to understand the prevalence 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.

We do not permit tail docking of dairy cows. The farms supplying into our core ingredient cheeses are all farm assured to Red Tractor which does not permit tail docking. This provides us with independent verification that our requirement is being followed.

With both dairy and beef products being sourced from UK and EU where hot branding is not practiced, we are confident that our supply chain is clear of this body alteration.

Both dairy and beef supply chains can be complex, with a number of farms involved upstream of the supplying farm. Farm assurance does not cover an animal's entire life and so knowledge of and influence on what happens from birth to slaughter is challenging. It is not possible at this stage to collect robust and meaningful data on levels of castration, disbudding or de-horning within these supply chains, as often these procedures are carried out on different farms to those which supply us.

Our dairy supplier has confirmed that 100% of the dairy cows in our supply chain are from non-polled breeds and therefore disbudding is likely to occur on all farms, although not to all animals. At this stage we have not been able to establish

a robust method to report on this metric.

From 2023, as part of our commitment to BETTER INGREDIENTS. BETTER PIZZA, we have asked the egg ingredient supplier, via our bakery supplier, to report on their levels of beak trimming at the end of Q2 and Q4 each year. We will roll out the same requirements to new bakery suppliers.

The submissions consistently indicate that 100% of flocks are beak trimmed and we will support our supplier in creating and implementing a road map to reduce this practice, aided by the clear signposting of RSPCA Assured that this practice needs to be ceased in free range flocks.

**Objectives:** 100% milk and egg ingredients sourced from dairy cows which have intact tails and laying hens with intact beaks. Our dairy supplier is reporting fully, but we are missing information from two egg ingredient suppliers. 100% of pork suppliers are reporting on the level of tail docking, but one supplier has stopped reporting on tail lesions.

- 8. As an absolute minimum to ensure that all animals within the supply chain (whether prime meat or end of production) are rendered unconscious before being slaughtered, ensuring they are insensible to pain, discomfort and stress, until death occurs. Ideally, sourcing from slaughterhouses that stun all animals and rely on stunning or killing methods which are scientifically proven to be the most humane.**

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 commitment to BETTER INGREDIENTS. BETTER PIZZA, we worked with our suppliers and audit partners to ensure that by the end of 2022, all slaughter sites used for meat products supplied to Papa John's (GB) Ltd are using pre-stun methods of slaughter for all animals, not just those destined for our supply chain. We are happy to report 100% compliance has been maintained.

Rationalisation of our chicken supply chain means that our European supply is now 100% from controlled atmosphere systems, whilst all our Thai suppliers rely on electric waterbath systems. Any new suppliers within Europe will need to have controlled atmosphere systems in place by 2026. In line with meeting the requirements of the Better Chicken Commitment by 2026 we are actively looking to our Thai suppliers to commit to investing in and adopting alternative stunning methods, as soon as they are commercially available.

Our egg ingredient supplier, via our original bakery supplier, has confirmed that 100% of end of production laying hens from our supply chain are stunned prior to slaughter and that a controlled atmosphere system is used for all. The two new bakery suppliers have not yet been able to supply this information.

High level carbon dioxide systems remain the dominant stunning method used for pigs across Europe. We will look to our suppliers to confirm slaughter method



and levels of carbon dioxide used during our next reporting period, but at this time are not in a position to initiate change.

**Objectives:** 100% meat products sourced from animals that are pre-stunned and sourced from slaughterhouses which do not permit non-stunned slaughter.

9. **To recognise that live transportation is a necessary step in our supply chain and that it poses one of the greatest welfare challenges. To limit live transport to land transportation only and journey times to a maximum of 4 hours for poultry and 8 hours for all other farmed species.**

In the first instance it is important for everyone within the supply chain to share the same definition of transport times. We define transport time as first animal on to last animal off. For red meat this is easily understood. For poultry, it is not as clear. Birds are placed in crates (either modular or fixed) for transporting and it is the combination of this confinement and the journey which contributes to potential poor welfare outcomes. We therefore define transport time from the start of catching to the end of hang-on or killing (depending on system employed) for each truck.

Our supply chain does not include any transport of animals by sea.

As part of our commitment to BETTER INGREDIENTS. BETTER PIZZA, we have required suppliers to monitor the journey times within their supply chains since 2021, providing minimum, average and maximum times every half year. The submissions confirm that our supply chains are able to consistently deliver on our initial commitment of a maximum of 8 hours and in most cases journeys are much shorter.

The tightening of poultry transport times to four hours will prove challenging for our chicken suppliers and we will work with them to support this transition.

During 2023, we introduced the reporting of transport times for end of production dairy cows and laying hens. At this stage our cheese supply does not have visibility of this information, whilst our egg ingredient supplier, via our original bakery supplier has reported 100% compliance with the maximum of 4 hours. The two new bakery suppliers have not yet been able to supply this information.

**Objectives:** 100% of beef, pork and chicken is sourced from animals where live transport is less than 8 hours. Reporting % of poultry products sourced from birds where live transport is less than 4 hours.

**10. To end the use of other practices, now considered as inhumane, which persist across all farming systems, including, but not limited to, the culling of male day-old chicks and dairy calves.**

From 2023, as part of our commitment to BETTER INGREDIENTS. BETTER PIZZA, we have asked the egg ingredient supplier, via our bakery supplier, to report on their levels of day old male chick culling at the end of Q2 and Q4 each year. Submissions indicate that males relating to 100% of flocks were culled at day old. The two new bakery suppliers have not yet been able to supply this information. Where required we will support our supplier in creating and implementing a road map to reduce this practice, aided by the clear signposting of RSPCA Assured that this practice needs to be ceased.

**Objectives:** Reporting % of egg ingredients sourced from flocks where males are not culled at day old.

**11. To end the use of breeds with low welfare potential,** by switching to slow growing chicken breeds as recognised by the Better Chicken Commitment, selecting sows with less than 16 piglet litters and removing double muscled breeds from the beef supply chain.

For chickens this will be met by our commitment to achieve BCC requirements by 2026.

For pork and beef we will engage with our suppliers, to ascertain the genetics used and if necessary setting steps in place to improve the level of compliance.

**Objectives:** Reporting % of low welfare potential breeds within the supply chain, by the end of 2026.

## GOVERNANCE

Our commitment to BETTER INGREDIENTS. BETTER PIZZA 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.

### Welfare Training

In 2020, Papa John's (GB) Ltd committed to animal welfare awareness training for all involved with implementing our Animal Welfare policy, for example Regional QA, Regional SCM Director, Papa John UK and International Leadership Teams.

Our training module, An Introduction to Animal Welfare was delivered by Mandy Lucas, Farm Animal Welfare Consulting Ltd by webinar in 2021, to the divisions and job functions detailed in Charts 1 & 2. Following the success of this training and conscious that there are many new leaders in new roles, we ran a further webinar session on 16<sup>th</sup> November 2022 and now have a recording available for the human resource team to use during induction programmes moving forward.

Attendees by Division

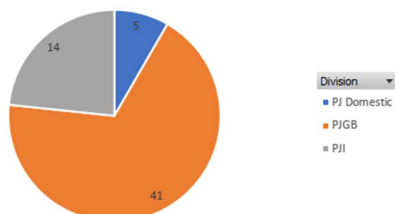


Chart 1: Animal Welfare Training by Division

PJGB Attendees by Department



Chart 2: PJ(UK) Animal Welfare Training by Department

### 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 for improved animal welfare wherever possible.

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

We are actively seeking collaboration opportunities and will report once finalised.

### Supplier Animal Welfare Support

Suppliers provide welfare information to us at half yearly intervals, allowing us to spot trends and take action where appropriate. The collection and collation of this

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information is supported by our animal welfare consultant, who provides feedback to each supplier on how they perform against their peers and where / how improvements can be made. In most cases we are not dealing directly with the upstream primary producers, so it is important to us that our suppliers understand what we are asking of them and why. They in turn can then support their supply chain.

In 2026, we are looking to include the theme of animal welfare into our regular supplier engagements, hosting a meeting to present hot topics and discuss challenges that face us.

### **Performance and Impact**

The PJ(UK) supply chains employ a range of production methods details of which can be found in Table 3.

Table 3: Production methods by sector within PJ(UK) supply chains

	Production Method	% UK supply	Volume (kg)
<b>Chicken</b>	Intensive	100%	788810
<b>Beef</b>	Extensive – UK and Ireland	100%	82428
<b>Pork</b>	Intensive	100%	800266
<b>Milk</b>	Extensive – UK	89%	2710313
<b>Milk</b>	Intensive – UK	11%	334983
<b>Egg</b>	Free Range	100%	22655

### **Farm Assurance**

Our objective for PJ(UK) is to reach **100% farm assured (basic)** across core ingredients by **end 2022**, with chicken moving to **100% higher welfare** assured by **2026**.

There is **0%** higher welfare chicken within the current supply.

In 2020 we were only able to report on our chicken supply chain, we are now able to report farm assurance status for all meat, milk and egg core ingredients, both for PJ(UK) and global supply. The sharp increase for PJ(UK) initially saw a near doubling of the overall global supply, however the proportion of PJ(UK) volume compared with global supply is continuing to drop and this has negatively impacted our global impact.

Table 4: Impact of Farm Assurance on PJ(UK) and Global Supply

(%)	2020		2021		2022		2023	
	GB	Global	GB	Global	GB	Global	GB	Global
<b>Farm Assured – Basic</b>	18.9	2.5	85.0	4.3	99.8	4.5	100.0	4.7

## Confinement

In January 2022, we formally **extended** our objective of being 100% cage-free for all products containing eggs to cover global supply by 2030. As we wrote at the time in our announcement:

*"Papa John's International aims to transition 100% of eggs and egg ingredients for Papa John's proprietary menu items to come exclusively from cage-free suppliers by 2030. 'Proprietary menu items' refers to all menu items produced by or for Papa John's; such items account for over 99% of the company's global sales."*

PJ(UK) and PJ(Domestic) only use eggs as ingredients and have maintained their 100% cage-free objective throughout 2024, with global volumes collated to allow for impact reporting.

100% of the cage-free eggs are sourced from free range production systems for PJ(UK).

We are looking forward to reporting progress on our global commitment from 2025 onwards, once a new reporting system has been agreed.

We have maintained our objective of 100% of pigs in the PJ(UK) supply chain being sow stall free (defined as 28 days confinement) with global volumes now collated to allow for reporting of impact. This equates to 0% sow stall free, when re-defined as zero days confinement.

As part of our Better Chicken Commitment, two of our suppliers continue to meet the stocking density requirement of 30kg/m<sup>2</sup>. Global volumes have been collated to allow for reporting of impact.

Our objective was to be able to report on the proportion of dairy having access to pasture by January 2024, however our supplier has been able to bring this reporting forward and we have figures since 2023.

### Impact of Confinement Policy on PJ(UK) and Global Supply

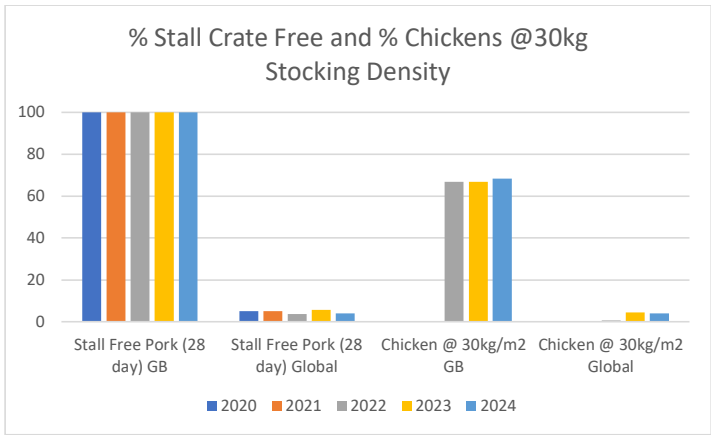
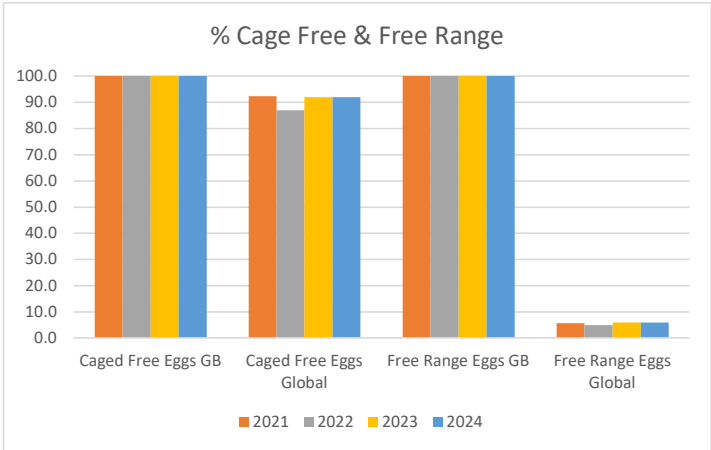


Table 5: Impact of Confinement Policy on PJ(UK) and Global Supply

(%)	2020		2021		2022		2023		2024	
	GB	Global	GB	Global	GB	Global	GB	Global	GB	Global
Caged Free Eggs	100.0	-	100.0	92.3	100.0	87.0	100.0	92.0	100.0	92.0
Free Range Eggs	100.0	-	100.0	5.7	100.0	4.9	100.0	5.9	100.0	5.9
Stall Free Pork (28 day)	100.0	5.1	100.0	5.1	100.0	3.8	100.0	5.7	100.0	4.0
Stall Free Pork (0 day)					0.0	0.0	0.0	0.0	0.0	0.0
Farrowing Crate Free							0.0	0.0	0.0	0.0
Chicken @ 30kg/m <sup>2</sup>	-	-	66.9	0.7	66.9	4.4	66.9	4.4	68.4	4.0
Pasture Access – Dairy							88.6	4.0	89.2	4.7
No Tethering – Dairy							100.0	5.6	100.0	4.5
Beef – No CAFO							100.0	1.8	100.0	1.6

### Enrichment

100% of meat chickens are provided with litter substrates to encourage dust bathing.

100% of meat chickens have access to objects to encourage both pecking and perching behaviour.

All four suppliers are now providing perching provision equal to or exceeding the requirements of BCC. Only one supplier is providing pecking opportunities that are not equal to the requirements of BCC.

100% of pigs are provided with objects or substrates to encourage rooting or manipulation behaviour accounting for 4% of the global pork volume.

100% of laying hens are free range and as such are provided with enrichment in the form of outdoor access, dust bathing, perching, pecking and foraging accounting for 5.9% of the global egg volume.

Table 6: Impact of Species Specific Enrichment Policy on PJ(UK) and Global Supply

(%)	2020		2021		2022		2023		2024	
	GB	Global	GB	Global	GB	Global	GB	Global	GB	Global
Chicken Enrichment	73.2	6.8	56.0	4.5	89.7	5.9	100.0	5.7	100.0	5.9
Pork Enrichment	100.0	5.1	100.0	5.1	100.0	3.8	100.0	5.7	100.0	4.0
Laying Hens Enrichment	-	-	100.0	5.7	100.0	4.9	100.0	5.9	100.0	5.9

### Body Alterations

100% of meat chickens are free from beak treatment accounting for 5.9% of the global volume for 2024.

100% of dairy cows supplying milk for core cheese toppings are free from tail docking accounting for 5.3% of the global volume for 2023.

We only have one pork supplier reporting on tail docking levels and disappointingly levels are increasing.

Table 7: Impact of Body Alteration Policy on PJ(UK) and Global Supply

(%) free from	2020		2021		2022		2023		2024	
	GB	Global	GB	Global	GB	Global	GB	Global	GB	Global
Laying Hen – Beak Treatment							0	0	0	0
Chicken – Beak Treatment	100.0	9.3	100.0	8.1	100.0	6.5	100.0	5.7	100.0	5.9
Dairy – Tail docking	100.0	-	100.0	4.5	100.0	4.2	100.0	4.5	100.0	5.3
Dairy – Disbudding*							0	0	0	0
Pork – Tail docking	-	-	-	-	10.0	<0.1	5.8	0.3	5.4	0.2

\*reported as % polled breeds within the supply chain

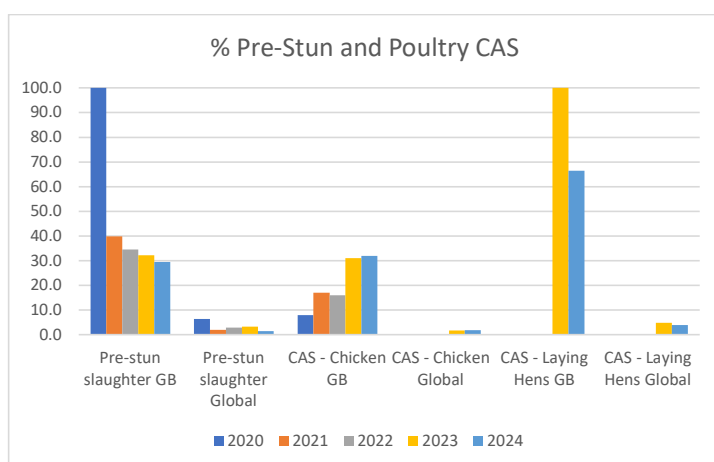
## Pre-stun

100% of pigs, chicken and beef animals supplying into our core ingredients are pre-stunned prior to slaughter accounting for 1.5% of the global volume for 2024.

Details for end of production dairy cows and from two bakery suppliers for egg ingredients are not available at this stage.

Controlled atmosphere systems (CAS) are being used in our European chicken supply chain and for our end of production laying hens.

Impact of Pre-Stun and Humane Slaughter Policy on PJ(UK) and Global Supply



(%)	2020		2021		2022		2023		2024	
	GB	Global	GB	Global	GB	Global	GB	Global	GB	Global
Pre-stun Slaughter	100.0*	6.4*	39.9**	2.0**	34.6**	3.0**	32.2**	3.3**	29.5**	1.5**
CAS – Chicken	8	-	17	-	16	-	31	1.7	32	1.9
CAS – Laying Hens							100.0	4.9	66.4	3.9

\*expressed as a % of meat products \*\* expressed as a % of core products (i.e. including dairy and eggs)



# Transport Time

Chicken, Pork and Beef suppliers were requested to report minimum, maximum and average transport times every half year, the first reporting period was the half year ending June 2021.

During 2023, we introduced the reporting of transport times for end of production dairy cows and laying hens. At this stage our cheese supply does not have visibility of this information, whilst the egg ingredient supplier (via our original bakery supplier) has reported 100% compliance with the newly established 4 hour maximum for poultry.

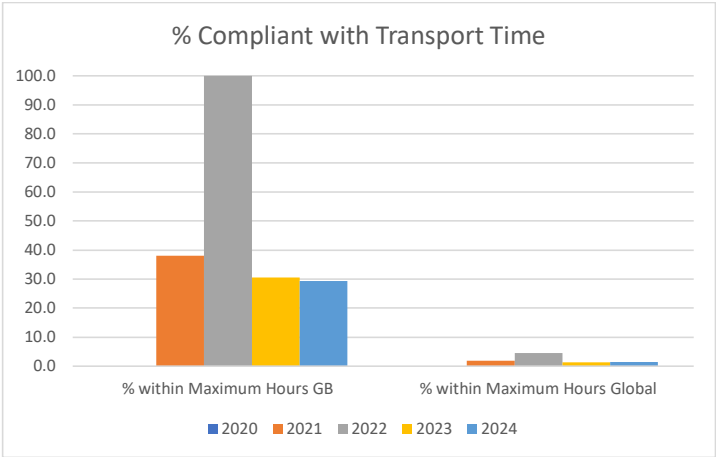
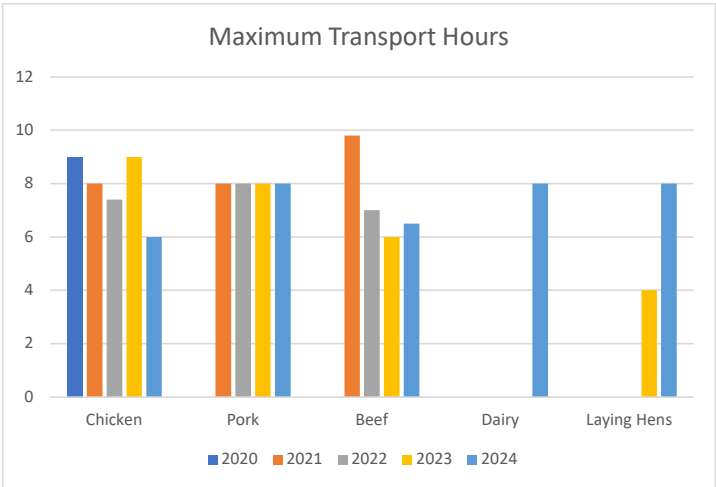


Table 9: Summary of Transport Time Data across PJ(UK) Supply

	2020*	2021*	2022*	2023*	2024*	2020*	2021*	2022*	2023*	2024*
	Maximum (Hours)					Average (Hours)				
Chicken	9.0	8.0	7.4	9.0	6.0		2.8	3.3	3.7	4.1
Pork		8.0	8.0	8.0	8.0		3.5	2.1	2.6	6.9
Beef		9.8	7.0	6.0	6.5		1.1	1.2	1.5	1.7
Dairy					8.0					
Eggs				4.0	8.0				2.0	3.7

\* 8 hours all \*\* 4 hours Poultry / 8 hours Pork, Beef & Dairy

Table 10: Impact of Transport Times on PJ(UK) and Global Supply

% Compliant	2020*		2021*		2022*		2023**		2024**	
	GB	Global	GB	Global	GB	Global	GB	Global	GB	Global
Maximum Hours	-	-	38.0	1.9	100.0	4.5	30.6	1.4	29.3	1.5

\* 8 hours all \*\* 4 hours Poultry / 8 hours Pork, Beef & Dairy

## Inhumane Practices

Our egg ingredient supplier (via our original bakery supplier) has confirmed that currently 100% of male chicks are culled at day old.

Table 11: Impact of Inhumane Practices on PJ(UK) and Global Supply

(%)	2023		2024	
	GB	Global	GB	Global
Male Chicks – not culled at day old	0.0	0.0	0.0	0.0

## Outcome Measures

Chicken and Pork suppliers were requested to report outcome measures every half year: all suppliers are able to share their data.

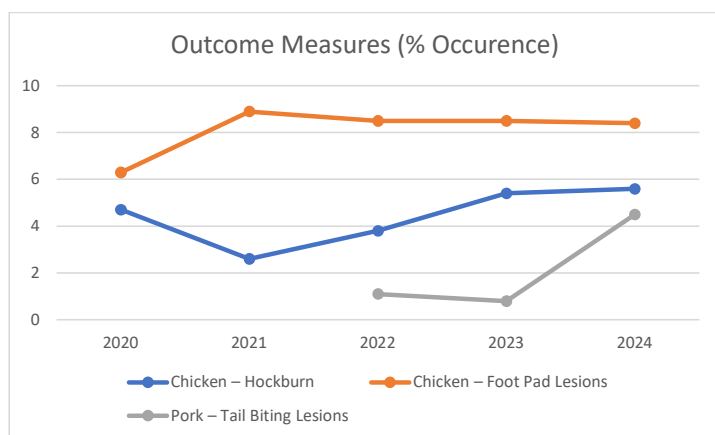


Table 12: Summary of Outcome Measure Data across PJ(UK) Supply

Weighted Average %	2020	2021	2022	2023	2024
Chicken – Hockburn	4.7	2.6	3.8	5.4	5.6
Chicken – Foot Pad Lesions	6.3	8.9	8.5	8.5	8.4
Pork – Tail Biting Lesions	-	-	1.1	0.8	4.5

Papa John's (GB) Ltd is not looking to set numerical objectives at this stage, although we will be monitoring trends, with the clear expectation of continuous improvement. Where appropriate we will work with suppliers to share best practice and innovations to achieve such improvements.

**Tail biting Lesions:** One of our suppliers quoted a figure from an industry report as opposed to an actual figure specific to themselves as they didn't have one. This skewed the results upward as the other suppliers were all <1%. This supplier has confirmed that they now have systems in place to report actual figures for 2025.

Better Chicken Commitment (BCC) Progress

Our PJ(UK) chicken suppliers have agreed in principle to source our chicken to the BCC standards by 2026. In the meantime, we have committed to annual reporting of progress, against each of the BCC requirements.

Progress against the individual requirements to achieve BCC

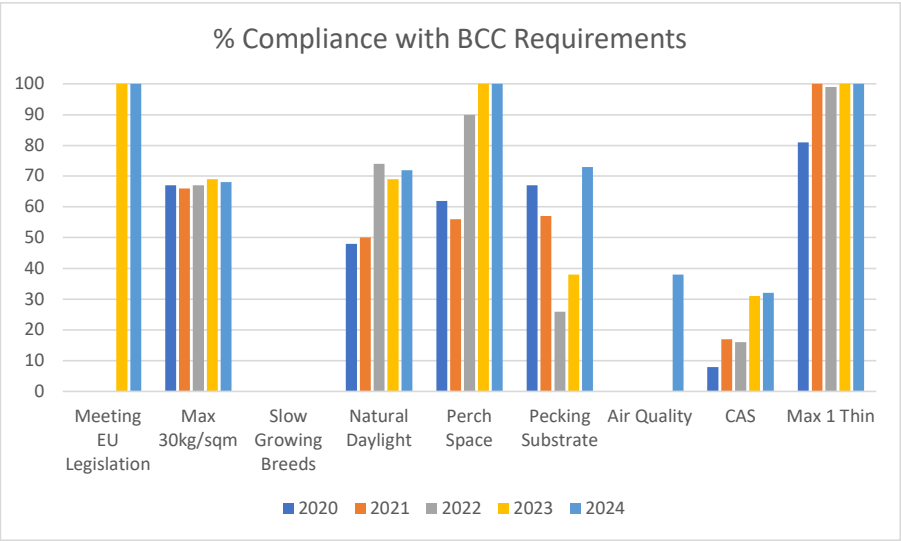


Table 13: Progress against the individual requirements to achieve BCC

% Compliance with Individual Commitments	Europe		Thailand		2024	2023	2022	2021	2020	% Change
	A	B	C	D	Total	Total	Total	Total	Total	
Meeting EU Legislation	100	100	100	100	100	100	-	-	-	0
Max 30 kg/m <sup>2</sup>	0	15	100	100	68	69	67	66	67	-1.4
Current Max SD (kg/m <sup>2</sup> )	38	38	N/A	N/A	-	-	-	-	-	-
Slow growing strains	0	0	0	0	0	0	0	0	0	0
Natural Daylight	0	78	100	100	72	69	74	50	48	+4.3
Perch Space Provision	100	100	100	100	100	100	90	56	62	0
2m or 0.3m <sup>2</sup> /1000 birds	100	100	100	100	100	100	90	56	62	0
Pecking Substrate Provision	100	100	100	100	100	100	90	57	67	0
2 objects/1000 birds	0	100	100	100	73	38	26	57	67	+89.5
Air Quality	0	75	50	50	38	-	-	-	-	-
Controlled atmosphere stunning	100	100	0	0	32	31	16	17	8	3.2
Max 1 thin	100	100	100	100	100	100	99	100	81	0
No cages or multi-tier systems	100	100	100	100	100	100	100	100	100	0
Basic Welfare Assured	100	100	100	100	100	100	99	-	-	0
Higher Welfare Assured	0	0	0	0	0	0	0	0	0	0

2024 saw more changes in the chicken supply, including bringing on a new supplier late in the year, that has expressed an interest in supplying BCC compliant chicken in the future.

The provision of enrichment across the supply chain has been maintained at 100% for the 2<sup>nd</sup> year, with an improvement in those farms providing the prescribed minimum level of pecking objects.

Air quality (compliance with the maximum requirements of Annex 2.3 of the EU Broiler Directive regardless of stocking density), has been included in the report for the first year.

Electrical waterbath stunning is currently the main method used globally for the slaughter of poultry, all our Thai chicken suppliers are using this method at present. This is not satisfactory to us, long term. We are aware that there are significant animal welfare concerns with this method and in 2012 the European Food Safety Authority called for an end to its use<sup>3</sup>. Effective electric alternatives without conscious inversion are yet to be developed.

Recognising that under halal standards, controlled atmosphere systems may not be accepted as the animal must not be dead at the time of slaughter, it is a bare minimum that a stunning method which renders the animal insensible to pain, but still alive, is developed and adopted as soon as possible.

Given these considerations, and in an effort to accelerate progress, Papa John's (GB) Ltd have decided to:

- Support the latest research projects and press our suppliers to engage actively as a matter of urgency with the Effective Electrical Stunning roundtable convened by Compassion in World Farming and any other promising initiatives to find alternatives to electrical waterbath stunning, which is acceptable to halal authorities.
- Support the call by the European Food Safety Authority and the European Chicken Commitment, among others, for the use of water bath stunning to be banned by 2026, and new, more humane systems for the effective electric stunning of poultry without conscious inversion to be developed and commercially available by no later than 1st January 2026;
- Actively press our suppliers to commit to investing in and adopting alternative stunning methods, as soon as they are commercially available.

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<sup>3</sup> ESFA 2012 report, page 35

## Summary of Achievements

This 2024 report shows that PJ(UK) continues to make progress in meeting our animal welfare objectives.

- Our challenge remains, that these improvements do not transcribe into any tangible impact when reported globally.
- This means that for Impact Performance global reporting will always sit in the first scoring step for BBFAW (typically 1-20%) preventing progress through the Tier system.

We are mindful of the new methodology applied to the BBFAW framework for 2023 and have worked to address the new topics where practical.

## Recognition

We thank our suppliers for what we have achieved to date and look forward to supporting each other as our implementation plan continues.