

 <b>GLOBAL ESG POLICIES</b>	<b>CATEGORY</b>  <b>CORPORATE ENVIRONMENTAL SOCIAL, AND GOVERNANCE</b>	<b>DATE OF ISSUE</b>  <b>08/12/2021</b>	<b>SUPERSEDES ISSUE DATED</b>  <b>First edition</b>
<b>TITLE</b>  <b>Global Animal Welfare Policy Implementation Guide,</b> a supplement to the Global Animal Welfare Policy			

This Global Animal Welfare Implementation Guide (“Implementation Guide”) is intended to provide guidance to suppliers on implementing certain expectations and requirements set forth in the Kraft Heinz’s Global Animal Welfare Policy (“the Policy”) to which this Implementation Guide is attached. This Implementation Guide provides further detail on Kraft Heinz’s expectations and requirements associated with poultry and livestock production, fisheries, and slaughter. As stated in the Policy, all suppliers are required to have a program to assure its suppliers, all the way to the farm level, comply with the applicable aspects of the Global Animal Welfare Policy, including this Implementation Guide, and any subsequent updates.

This Implementation Guide is for supplier reference and guidance purposes only. Suppliers are expected to comply with all applicable aspects of the Global Animal Welfare Policy, even if not referenced in this Implementation Guide. At our discretion, KHC may require documentation and/or evidence of Policy compliance be submitted.

## POULTRY

Meat Chickens	
Requirement	Additional Details and Examples
Zero-tolerance policy for acts of animal abuse and neglect that, at a minimum, includes the: <ul style="list-style-type: none"> <li>• Definition of abuse and neglect</li> <li>• Potential consequences of abusive and neglectful behavior</li> </ul>	Is not required to be a stand-alone policy but can be encompassed within a broader animal welfare policy. <ul style="list-style-type: none"> <li>• Within the US, <i>See It?, Stop It!</i> is a national initiative designed to prevent animal abuse and encourage reporting when it occurs. Resources include templates, training materials, and a national hotline<sup>1</sup>.</li> <li>• A copy of a zero-tolerance policy that meets the identified criteria is available from a KHC animal welfare specialist by request.</li> </ul>
“Whistleblower” policy	Policy must provide that personnel making the report will not be retaliated against if they report an animal welfare incident in good faith. Policy must also identify the methodology for reporting animal welfare concerns (i.e.: hotline, supervisor, law enforcement).
Employee training on zero-tolerance policy	Employee training must be documented. Best practice is employee training prior to working with animals and annual retraining. The North American Meat Institute provides a training log template in English and Spanish <sup>2</sup> .
Antimicrobials	Antimicrobial usage, including w/o limitation antibiotics, must: <ul style="list-style-type: none"> <li>• meet or exceed the AVMA<sup>3</sup> or OIE<sup>4</sup> guidelines for the judicious use of antimicrobial agents.</li> <li>• comply with all relevant legal requirements including bans on growth promotion and withdrawal times.</li> </ul>
Humane endings	Euthanasia and slaughter must meet AVMA <sup>5,6</sup> or OIE <sup>7</sup> guidelines and applicable governmental slaughter regulations. <ul style="list-style-type: none"> <li>• Euthanasia must be timely.</li> <li>• Animals must be stunned prior to slaughter, except when complying with religious or governmental regulations.</li> </ul>

Laying Hens	
Requirement	Additional Details and Examples
Zero-tolerance policy for acts of animal abuse and neglect that, at a minimum, includes the: <ul style="list-style-type: none"> <li>• Definition of abuse and neglect</li> <li>• Potential consequences of abusive and neglectful behavior</li> </ul>	Is not required to be a stand-alone policy but can be encompassed within a broader animal welfare policy. <ul style="list-style-type: none"> <li>• Within the US, <i>See It?, Stop It!</i> is a national initiative designed to prevent animal abuse and encourage reporting when it occurs. Resources include templates, training materials, and a national hotline<sup>1</sup>.</li> <li>• A copy of a zero-tolerance policy that meets the identified criteria is available from a KHC animal welfare specialist by request.</li> </ul>
“Whistleblower” policy	Policy must provide that personnel making the report will not be retaliated against if they report an animal welfare incident in good faith. Policy must also identify the methodology for reporting animal welfare concerns (i.e.: hotline, supervisor, law enforcement).
Employee training on animal welfare policy	Employee training must be documented. Best practice is employee training prior to working with animals and annual retraining. The North American Meat Institute provides a training log template in English and Spanish <sup>2</sup> .
Antimicrobials	Antimicrobial usage, including w/o limitation antibiotics, must: <ul style="list-style-type: none"> <li>• meet or exceed the AVMA<sup>3</sup> or OIE<sup>4</sup> guidelines for the judicious use of antimicrobial agents.</li> <li>• comply with all relevant legal requirements including bans on growth promotion and withdrawal times.</li> </ul>
Housing <ul style="list-style-type: none"> <li>• Free-range housing: In Europe by the end of 2020</li> <li>• Cage-free housing: Rest of world, except Europe, by 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Free-range housing provides continuous outdoor access during daylight hours and hens are stocked at no greater than 2,500 birds per hectare<sup>8</sup>. In addition to outdoor access, free-range housing must also meet the requirements for cage-free housing below.</li> <li>• Cage-free housing allows hens to roam vertically and horizontally inside barns. It must allow birds to exhibit natural behavior and include scratch areas, nest boxes, and perches. It is synonymous with barn-raised and free-roaming<sup>9</sup>.</li> </ul>
Humane endings	Euthanasia and slaughter must meet AVMA <sup>5,6</sup> or OIE <sup>7</sup> guidelines and applicable governmental slaughter regulations.. <ul style="list-style-type: none"> <li>• Euthanasia must be timely.</li> <li>• Animals must be stunned prior to slaughter, except when complying with religious or governmental regulations.</li> </ul>

Turkeys	
Requirement	Additional Details and Examples
Zero-tolerance policy for acts of animal abuse and neglect that, at a minimum, includes the: <ul style="list-style-type: none"> <li>• Definition of abuse and neglect</li> <li>• Potential consequences of abusive and neglectful behavior</li> </ul>	Is not required to be a stand-alone policy but can be encompassed within a broader animal welfare policy. <ul style="list-style-type: none"> <li>• Within the US, <i>See It?, Stop It!</i> is a national initiative designed to prevent animal abuse and encourage reporting when it occurs. Resources include templates, training materials, and a national hotline<sup>1</sup>.</li> <li>• A copy of a zero-tolerance policy that meets the identified criteria is available from a KHC animal welfare specialist by request.</li> </ul>
“Whistleblower” policy	Policy must provide that personnel making the report will not be retaliated against if they report an animal welfare incident in good faith. Policy must also identify the methodology for reporting animal welfare concerns (i.e.: hotline, supervisor, law enforcement).
Employee training on animal welfare policy	Employee training must be documented. Best practice is employee training prior to working with animals and annual retraining. The North American Meat Institute provides a training log template in English and Spanish <sup>2</sup> .
Antimicrobials	Antimicrobial usage, including w/o limitation antibiotics, must: <ul style="list-style-type: none"> <li>• meet or exceed the AVMA<sup>3</sup> or OIE<sup>4</sup> guidelines for the judicious use of antimicrobial agents.</li> <li>• comply with all relevant legal requirements including bans on growth promotion and withdrawal times.</li> </ul>
Humane endings	Euthanasia and slaughter must meet AVMA <sup>5,6</sup> or OIE <sup>7</sup> guidelines and applicable governmental slaughter regulations.. <ul style="list-style-type: none"> <li>• Euthanasia must be timely.</li> <li>• Animals must be stunned prior to slaughter, except when complying with religious or governmental regulations.</li> </ul>

## LIVESTOCK

Dairy Cattle	
Requirement	Additional Details and Examples
Zero-tolerance policy for acts of animal abuse and neglect that, at a minimum, includes the: <ul style="list-style-type: none"> <li>• Definition of abuse and neglect</li> <li>• Potential consequences of abusive and neglectful behavior</li> </ul>	Is not required to be a stand-alone policy but can be encompassed within a broader animal welfare policy. <ul style="list-style-type: none"> <li>• Within the US, <i>See It?, Stop It!</i> is a national initiative designed to prevent animal abuse and encourage reporting when it occurs. Resources include templates, training materials, and a national hotline<sup>1</sup>.</li> <li>• A copy of a zero-tolerance policy that meets the identified criteria is available from a KHC animal welfare specialist by request.</li> </ul>
“Whistleblower” policy	Policy must provide that personnel making the report will not be retaliated against if they report an animal welfare incident in good faith. Policy must also identify the methodology for reporting animal welfare concerns (i.e.: hotline, supervisor, law enforcement).
Employee training on animal welfare policy	Employee training must be documented. Best practice is employee training prior to working with animals and annual retraining. <ul style="list-style-type: none"> <li>• The US based National Dairy FARM Program has several templates available<sup>10</sup>.</li> </ul>
Antimicrobials	Antimicrobial usage, including w/o limitation antibiotics, must: <ul style="list-style-type: none"> <li>• meet or exceed the AVMA<sup>3</sup> or OIE<sup>4</sup> guidelines for the judicious use of antimicrobial agents.</li> <li>• comply with all relevant legal requirements including bans on growth promotion and withdrawal times.</li> </ul>
Animal Care Programs & Guidelines <ul style="list-style-type: none"> <li>• US suppliers and supplying farms must comply with the current Farmer’s Assuring Responsible Management (FARM) Program FARM program’s Animal Care Guidelines<sup>10,11</sup></li> <li>• Canadian suppliers and supplying farms must comply with the current National Farm Animal Care Council’s Dairy Cattle Code of Practice<sup>12</sup></li> </ul>	US suppliers must: <ul style="list-style-type: none"> <li>• be FARM program members in good standing or</li> <li>• provide evidence that the products supplied to Kraft Heinz were produced with supply from FARM members in good standing upon request.</li> </ul> Canadian suppliers must: <ul style="list-style-type: none"> <li>• Comply with NFACC guidelines for the Code of Practice for the Care and Handling of Dairy Cattle<sup>13</sup></li> </ul>
Humane endings	Euthanasia and slaughter must meet AVMA <sup>5,6</sup> or OIE <sup>7</sup> guidelines and applicable governmental slaughter regulations. <ul style="list-style-type: none"> <li>• Euthanasia must be timely.</li> <li>• Animals must be stunned prior to slaughter, except when complying with religious or governmental regulations.</li> </ul>

Beef Cattle	
Requirement	Additional Details and Examples
Zero-tolerance policy for acts of animal abuse and neglect that, at a minimum, includes the: <ul style="list-style-type: none"> <li>• Definition of abuse and neglect</li> <li>• Potential consequences of abusive and neglectful behavior</li> </ul>	Is not required to be a stand-alone policy but can be encompassed within a broader animal welfare policy. <ul style="list-style-type: none"> <li>• Within the US, <i>See It?, Stop It!</i> is a national initiative designed to prevent animal abuse and encourage reporting when it occurs. Resources include templates, training materials, and a national hotline<sup>1</sup>.</li> <li>• A copy of a zero-tolerance policy that meets the identified criteria is available from a KHC animal welfare specialist by request.</li> </ul>
“Whistleblower” policy	Policy must provide that personnel making the report will not be retaliated against if they report an animal welfare incident in good faith. Policy must also identify the methodology for reporting animal welfare concerns (i.e.: hotline, supervisor, law enforcement).
Employee training on animal welfare policy	Employee training must be documented. Best practice is employee training prior to working with animals and annual retraining. The North American Meat Institute provides a training log template in English and Spanish <sup>2</sup> .
Antimicrobials	Antimicrobial usage, including w/o limitation antibiotics, must: <ul style="list-style-type: none"> <li>• meet or exceed the AVMA<sup>3</sup> or OIE<sup>4</sup> guidelines for the judicious use of antimicrobial agents.</li> <li>• comply with all relevant legal requirements including bans on growth promotion and withdrawal times.</li> </ul>
Humane endings	Euthanasia and slaughter must meet AVMA <sup>5,6</sup> or OIE <sup>7</sup> guidelines and applicable governmental slaughter regulations. <ul style="list-style-type: none"> <li>• Euthanasia must be timely.</li> <li>• Animals must be stunned prior to slaughter, except when complying with religious or governmental regulations.</li> </ul>

Swine	
Requirement	Additional Details and Examples
Zero-tolerance policy for acts of animal abuse and neglect that, at a minimum, includes the: <ul style="list-style-type: none"> <li>• Definition of abuse and neglect</li> <li>• Potential consequences of abusive and neglectful behavior</li> </ul>	Is not required to be a stand-alone policy but can be encompassed within a broader animal welfare policy. <ul style="list-style-type: none"> <li>• Within the US, <i>See It?, Stop It!</i> is a national initiative designed to prevent animal abuse and encourage reporting when it occurs. Resources include templates, training materials, and a national hotline<sup>1</sup>.</li> <li>• A copy of a zero-tolerance policy that meets the identified criteria is available from a KHC animal welfare specialist by request.</li> </ul>
“Whistleblower” policy	Policy must provide that personnel making the report will not be retaliated against if they report an animal welfare incident in good faith. Policy must also identify the methodology for reporting animal welfare concerns (i.e.: hotline, supervisor, law enforcement).
Employee training on animal welfare policy	Employee training must be documented. Best practice is employee training prior to working with animals and annual retraining. <ul style="list-style-type: none"> <li>• The North American Meat Institute provides a training log template in English and Spanish here<sup>2</sup>.</li> <li>• The Common Swine Industry Audit Caretaker Training Toolkit provides several training resources (in Caretaker Training SOP)<sup>14</sup>.</li> <li>• The National Pork Board also has extensive training materials (in Barn Culture)<sup>15</sup>.</li> </ul>
Antimicrobials	Antimicrobial usage, including w/o limitation antibiotics, must: <ul style="list-style-type: none"> <li>• meet or exceed the AVMA<sup>3</sup> or OIE<sup>4</sup> guidelines for the judicious use of antimicrobial agents.</li> <li>• comply with all relevant legal requirements including bans on growth promotion and withdrawal times.</li> </ul>
Humane endings	Euthanasia and slaughter must meet AVMA <sup>5</sup> or OIE <sup>7</sup> guidelines and applicable governmental slaughter regulations. <ul style="list-style-type: none"> <li>• Euthanasia must be timely.</li> <li>• Animals must be stunned prior to slaughter, except when complying with religious or governmental regulations.</li> </ul>

Other animals, excluding fish and seafood	
Requirement	Additional Details and Examples
Zero-tolerance policy for acts of animal abuse and neglect that, at a minimum, includes the: <ul style="list-style-type: none"> <li>• Definition of abuse and neglect</li> <li>• Potential consequences of abusive and neglectful behavior</li> </ul>	Is not required to be a stand-alone policy but can be encompassed within a broader animal welfare policy. <ul style="list-style-type: none"> <li>• Within the US, <i>See It?, Stop It!</i> is a national initiative designed to prevent animal abuse and encourage reporting when it occurs. Resources include templates, training materials, and a national hotline<sup>1</sup>.</li> <li>• A copy of a zero-tolerance policy that meets the identified criteria is available from a KHC animal welfare specialist by request.</li> </ul>
“Whistleblower” policy	Policy must provide that personnel making the report will not be retaliated against if they report an animal welfare incident in good faith. Policy must also identify the methodology for reporting animal welfare concerns (i.e.: hotline, supervisor, law enforcement).
Employee training on animal welfare policy	Employee training must be documented. Best practice is employee training prior to working with animals and annual retraining. The North American Meat Institute provides a training log template in English and Spanish <sup>2</sup> .
Antimicrobials	Antimicrobial usage, including w/o limitation antibiotics, must: <ul style="list-style-type: none"> <li>• meet or exceed the AVMA<sup>3</sup> or OIE<sup>4</sup> guidelines for the judicious use of antimicrobial agents.</li> <li>• comply with all relevant legal requirements including bans on growth promotion and withdrawal times.</li> </ul>
Humane endings	Euthanasia and slaughter must meet AVMA <sup>5,6</sup> or OIE <sup>7</sup> guidelines and applicable governmental slaughter regulations. <ul style="list-style-type: none"> <li>• Euthanasia must be timely.</li> <li>• Animals must be stunned prior to slaughter, except when complying with religious or governmental regulations.</li> </ul>

## FISH AND SEAFOOD

Aquaculture	
Requirement	Additional Details and Examples
Zero-tolerance policy for acts of animal abuse and neglect that, at a minimum, includes the: <ul style="list-style-type: none"> <li>• Definition of abuse and neglect</li> <li>• Potential consequences of abusive and neglectful behavior</li> </ul>	Is not required to be a stand-alone policy but can be encompassed within a broader animal welfare policy. <ul style="list-style-type: none"> <li>• A template that meets the requirements is available from a KHC animal welfare specialist by request.</li> </ul>
“Whistleblower” policy	Policy must provide that personnel making the report will not be retaliated against if they report an animal welfare incident in good faith. Policy must also identify the methodology for reporting animal welfare concerns (i.e.: hotline, supervisor, law enforcement).
Employee training on animal welfare policy	Employee training must be documented. Best practice is employee training prior to working with animals and annual retraining.
Antimicrobials	Antimicrobial usage, including w/o limitation antibiotics, must: <ul style="list-style-type: none"> <li>• meet or exceed the AVMA<sup>3</sup> or OIE<sup>4</sup> guidelines for the judicious use of antimicrobial agents.</li> <li>• comply with all relevant legal requirements including bans on growth promotion and withdrawal times.</li> </ul>
Humane endings	Euthanasia and slaughter must meet AVMA <sup>5,6</sup> or OIE <sup>7</sup> guidelines and applicable governmental slaughter regulations. <ul style="list-style-type: none"> <li>• Euthanasia must be timely.</li> <li>• Animals should be stunned prior to slaughter, except when complying with religious or governmental regulations.</li> </ul>

Fisheries	
Requirement	Additional Details and Examples
Zero-tolerance policy for acts of animal abuse and neglect that, at a minimum, includes the: <ul style="list-style-type: none"> <li>• Definition of abuse and neglect</li> <li>• Potential consequences of abusive and neglectful behavior</li> </ul>	Is not required to be a stand-alone policy but can be encompassed within a broader animal welfare policy. <ul style="list-style-type: none"> <li>• A template that meets the requirements is available from a KHC animal welfare specialist by request.</li> </ul>
“Whistleblower” policy	Policy must provide that personnel making the report will not be retaliated against if they report an animal welfare incident in good faith. Policy must also identify the methodology for reporting animal welfare concerns (i.e.: hotline, supervisor, law enforcement).
Employee training on animal welfare policy	Employee training should be documented. Best practice is employee training prior to working with animals and annual retraining.
Humane endings	Euthanasia and slaughter must meet AVMA <sup>5,6</sup> or OIE <sup>7</sup> and applicable governmental slaughter regulations. The best practice is: <ul style="list-style-type: none"> <li>• Euthanasia must be timely.</li> <li>• Animals should be stunned prior to slaughter, except when complying with religious or governmental regulations.</li> </ul>

## References

<sup>1</sup> See It., Stop It!. Available at <http://www.seeitstopit.org/overview/>. Site accessed August 2020.

<sup>2</sup> North American Meat Institute. Available at <http://www.animalhandling.org/producers/forms>. Site accessed August 2020.



- 
- <sup>3</sup> American Veterinary Medical Association. AVMA Judicious Therapeutic Use of Microbials. Available at: <https://www.avma.org/KB/Policies/Pages/Judicious-Therapeutic-Use-of-Antimicrobials.aspx>. Site accessed August 2020.
- <sup>4</sup> World Organisation for Animal Health. OIE Standards, Guidelines and Resolution on antimicrobial resistance and use of antimicrobial agents. Available at: [http://www.oie.int/fileadmin/home/eng/Media\\_Center/docs/pdf/PortailAMR/EN-book-AMR.PDF](http://www.oie.int/fileadmin/home/eng/Media_Center/docs/pdf/PortailAMR/EN-book-AMR.PDF). Site accessed August 2020.
- <sup>5</sup> American Veterinary Medical Association. AVMA Guidelines for the Euthanasia of Animals: 2020 Edition. available at: <https://www.avma.org/sites/default/files/2020-02/Guidelines-on-Euthanasia-2020.pdf>. Site accessed August 2020.
- <sup>6</sup> American Veterinary Medical Association. AVMA Guidelines for the Humane Slaughter of Animals: 2016 Edition. Available at: <https://www.avma.org/KB/Resources/Reference/AnimalWelfare/Documents/Humane-Slaughter-Guidelines.pdf>. Site accessed August 2020.
- <sup>7</sup> World Organisation for Animal Health. OIE Terrestrial Animal Health Code Chapter 7. Available at: [http://www.oie.int/index.php?id=169&L=0&htmfile=titre\\_1.7.htm](http://www.oie.int/index.php?id=169&L=0&htmfile=titre_1.7.htm). Site accessed August 2020.
- <sup>8</sup> Commission Regulation (EC) No 589/ 2008 of 23 June 2008 laying down rules for implementing Council Regulation (EC) No. 1234/2007 as regards marketing standards for eggs. Available at: <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32008R0589>. Site accessed August 2020.
- <sup>9</sup> United Egg Producers Certified. Available at: <https://uepcertifiedcagefree.com/>. Site accessed August 2020.
- <sup>10</sup> National Dairy. FARM Program Animal Care Program material. Available at: <https://nationaldairyfarm.com/dairy-farm-standards/animal-care/>. Site accessed August 2020.
- <sup>11</sup> National Dairy. FARM Animal Care Reference Manual Version 3. Available at: <https://nationaldairyfarm.com/wp-content/uploads/2018/10/Version-3-Manual-1.pdf>. Site accessed August 2020.
- <sup>12</sup> National Farm Animal Care Council Code of Practice for the Care and Handling of Dairy Cattle. Available at: [http://www.nfacc.ca/pdfs/codes/dairy\\_code\\_of\\_practice.pdf](http://www.nfacc.ca/pdfs/codes/dairy_code_of_practice.pdf). Site accessed August 2020.
- <sup>13</sup> Code of Practice for the Care and Handling of Dairy Cattle. Available at: [http://www.nfacc.ca/pdfs/codes/dairy\\_code\\_of\\_practice.pdf](http://www.nfacc.ca/pdfs/codes/dairy_code_of_practice.pdf). Site accessed August 2020.
- <sup>14</sup> Common Swine Industry Audit materials. Available at: <https://www.pork.org/production/tools/common-swine-industry-audit/csia-manuals-standard-operating-procedures/>. Site accessed August 2020.
- <sup>15</sup> National Pork Board: Pork Checkoff. Available at: <https://lms.pork.org/Tools>. Site accessed August 2020.