

Sodexo Group Animal Welfare Supplier Charter

The Sodexo Group Animal Welfare Supplier Charter (the Charter) sets forth Sodexo's expectation of suppliers, vendors, contractors and others with whom Sodexo conducts business (collectively referred to as "Suppliers") with respect to the Sodexo Group Animal Welfare Strategy. This Charter sets forth the minimum requirements that Suppliers should meet to do business with Sodexo. In order to comply with these requirements, Suppliers should communicate the principles of this Charter throughout their supply chain.

Sodexo realizes that Suppliers may need time to address areas in which they may not be in compliance. We believe that compliance is best achieved through a process of continuous improvement over a period of time. With this in mind, Sodexo invites its suppliers to keep us regularly informed about their actions and their improvement plans concerning the Group Animal Welfare Supplier Charter.

Nevertheless, Sodexo reserves the right to carry out the controls that it seems necessary in order to ensure that this Charter is being respected throughout its Supply Chain. This may include self-assessments, Sodexo and third party audits.

Sodexo has identified the following areas to be addressed which are applicable in all the countries where we operate.

Note: Those countries with specific market requests, may implement additional animal welfare standards as appropriate. These standards will take the form of an appendix to Group Animal Welfare Supplier Charter.

Suppliers commit to:

✓ At Farm - Feedlot Level

Animals should be treated humanely as per all local and national regulations around animal welfare. Based on these local and national regulations for a given production system, this includes best practices around space, antibiotic use and physical alterations. Specific considerations include:

- Animals should not be kept in permanent darkness or permanent brightness
- Any sick or injured animals should be treated appropriately to minimize pain and distress. This should include veterinary treatment if required
- Animals should not be kept in isolation unless briefly required for veterinary procedures or to recover from illness or injury
- Animals should have adequate access to feed and fresh water
- Buildings, accommodation and equipment should be regularly and thoroughly cleaned and disinfected to minimize risk of disease
- Staff and stockmen should be properly and regularly trained in good animal husbandry including handling techniques. Training should be documented

✓ During Transportation

Animals should be treated humanely as per all local and national regulations around animal welfare. Each given production and transportation system should follow these regulations and associated best practices around transporting animals, access to food and water and safety procedures. Specific considerations include:

- No animal should be transported if it has been deemed unfit to do so
- Transportation conditions and means will be maintained so as to limit injury and unnecessary suffering to animals
- Vehicles, ships, containers and equipment should be maintained to a suitable standard and in appropriate working order for the planned journey
- Vehicles, ships, containers and equipment such as loading ramps should be thoroughly cleaned and disinfected to minimize risk of disease
- Vehicles, ships or containers should not be overcrowded and should provide sufficient space and adequate ventilation
- Appropriate handling equipment and good handling practices should be used during loading, unloading and handling in order to minimize stress and injuries
- Staff including stockmen and drivers should be properly and regularly trained and training should be documented
- Staff should possess appropriate ability, knowledge and competence in animal husbandry and handling techniques

✓ At Abattoir/Slaughter

Animals should be treated humanely as per all local and national regulations around animal welfare. Each given production and slaughter/abattoir system should follow these regulations and associated best practices around pain and stress during stunning and slaughtering, pre-stunning and sticking. Specific considerations include:

- Animals should be handled, stunned and killed by properly trained slaughtermen
- When animals are kept in lairage (holding pens) for extended periods, food and water should be provided and appropriate facilities and protections from adverse weather provided
- Buildings, resting areas and equipment should be regularly and thoroughly cleaned and disinfected to minimize risk of disease
- Equipment should be maintained and in good working order
- Staff and stockmen should be properly and regularly trained and training should be documented
- Staff should possess appropriate ability, knowledge and competence
- The slaughter should be conducted utilizing methods which minimize distress and suffering

Sodexo Group Animal Welfare Supplier Charter – Appendix

In addition to the Group Animal Welfare Supplier Charter, suppliers commit to respecting the following standards:

✓ At Farm - Feedlot Level

- Animals should not be subjected to routine mutilations such as teeth clipping, caudal amputation, dehorning...
- Appropriate space should be given for specific species needs (stocking levels)
- The use of antibiotics should not be routine
- The use of growth hormones should not be routine

✓ During Transportation

- Animals should be transported in conditions guaranteed not to cause injury or unnecessary suffering
- During loading, unloading and handling, animals should not be struck or kicked – sympathetic handling should be adopted at all times and appropriate handling equipment used
- Appropriate driving styles should be employed to reduce risk of injury
- Loading ramps should be at the appropriate angle for species
- In case of long journeys, suitable food, water and rest periods should be provided to animals at appropriate frequencies

✓ At Abattoir/Slaughter

- Animals should be spared any avoidable excitement, pain, suffering and stress during stunning and slaughter
- Animals have to be pre-stunned before slaughter
- Only humane restraining systems, stunning methods and bleeding methods should be used
- Poultry: Controlled atmosphere stunning and killing should be used where appropriate
- In case of extended stays, suitable food, water and space (stocking levels appropriate for species) should be provided to animals

GLOSSARY

Caudal amputation – or tail-docking: is a procedure typically performed without anesthetic in order to reduce tail biting when animals are older

Dehorning: removal of the horns of adult animals by cutting or sawing

Long journey: any transport of a live animal that exceeds 8 hours, from loading to unloading; welfare has been shown to decrease significantly in journeys lasting more than 8 hours

Mutilation: a procedure that interferes with the bone structure or sensitive tissues of an animal, usually to prevent an abnormal behavior such as tail biting (amputation of the pigs' lower half of the tail) and injurious pecking (amputation of the hen's beak).

Routine Mutilations: the mutilation of all animals at a certain stage within a certain system to help prevent problems associated with abnormal behaviors. Usually occurs instead of addressing the underlying issues with the system that may lead to the abnormal behaviors

Teeth clipping: reduction (cutting) of a piglet's 8 sharp needle teeth shortly after birth using sharp clippers or pliers; routine teeth clipping is not permitted by EU legislation