

## **Animal health and welfare at Morrisons**

At Morrisons, we have always had a very close relationship with the farmers and suppliers who grow and produce for us. We are the only UK retailer to have livestock buyers, sourcing animals and whole crops directly from over 3,500 British farmers, some of whom have been supplying us for over 30 years. Unusually, we own our own abattoirs, located in Turiff (Aberdeenshire), Spalding (Lincolnshire) and Colne (Lancashire) and manufacture most of our own fresh food in 18 manufacturing sites and 495 stores, including bakery, seafood, meat, fruit & veg, flowers and chilled processed product.

Our customers tell us year in, year out, that animal welfare is important to them, and is consistently one of the top ten issues they think about when shopping. In sourcing such a high percentage of British produce - for example all of our fresh meat is British - we are supporting the high standards of welfare that lie at the heart of British farming. We work closely with our farmers and suppliers across our whole supply chain to raise farm animal health and welfare standards and satisfy our customers' need for great food at an affordable price.

We conduct a range of activities to help manage animal health and welfare including:

- Having a dedicated team to monitor, develop and manage farm animal welfare standards including our Agricultural Manager, and our farm development livestock colleagues in our own meat and egg businesses (Woodheads and Chippindale Foods).
- Working closely in our own supply chain and with our third party suppliers, we measure, monitor and manage animal welfare in our fresh milk, eggs, meat and poultry businesses, including through our team of technical assessors. Noted deviations from our health and welfare standards are followed up on farm with the relevant livestock colleagues to ensure improvements are made.
- Working with vets, nutritionists, colleagues, auditors and farmers, we consider and develop projects and learning that can help improve farm animal health and welfare standards. We have farmer and producer groups who meet to compare welfare outcomes and discuss practical, and applied research and training programmes for implementation.
- Supporting and working closely with key industry associations including the NFU, NPA, AHDB, RSPCA, CIWF and Red Tractor.
- Having dedicated health and welfare targets for each of the sectors we look after, namely: pork, chicken, turkey and duck, beef, lamb, dairy, cheese and eggs.

And as our Corporate Responsibility report demonstrates, it all makes business sense, sourcing well, securing British supply and satisfying our customers' desire to get good food at great value.



### **Animal health and welfare policies**

Unless otherwise stated, these policies apply to our own label products (fresh, frozen, processed and ingredient). They do not apply to brands owned by third party suppliers and sold into multiple retailers.

#### **Animal cloning**

We do not accept milk or meat from cloned animals or their offspring in any of our own brand products. This includes animals derived from semen or embryos of clones. The fact that we deal directly with farmers, and process the majority of our fresh beef, pork and lamb ourselves, gives us close control over the provenance and quality of our meat. We require our suppliers to sign a declaration with each delivery of cattle and lamb that the animals are neither clones nor the progeny of clones.

#### **Animal testing**

We have never conducted or commissioned tests on animals.

All of our own brand personal care and cosmetic products are certified as 'not tested on animals' by the Cruelty Free International Humane Cosmetics Standard, symbolised by the Leaping Bunny logo. This rigorous standard stipulates that no animal testing is conducted or commissioned for cosmetic products or ingredients in any phase of product development by Morrisons or our suppliers after a fixed cut-off date. Additionally, we undergo independent audits to ensure that we remain compliant with the criteria of the Leaping Bunny certification scheme, which we are in the process of adding as a logo to more products to communicate this certification on pack.

#### **Antibiotics**

When properly used, antibiotics are essential for treating infections in animals, but excessive and inappropriate use of the drugs is a problem because it drives increased resistance. This is why we have an active programme to address antibiotic use in farming and at all times promote preventative practice to ensure health conditions are treated proactively, so reducing the need for antibiotics.

- By the end of 2018, no pork going into our fresh supply will have been treated with any of the antibiotics critically important to human health.
- By the end of 2018 no colistin to be used in any own-brand fresh meat and dairy products.
- By 2020, our own brand products will not be produced from animals who routinely receive antibiotics when they don't need them.

Alongside phasing out the routine use of antibiotics on farms which supply our fresh meat, dairy and eggs, we also require that these farms only use 'critically important antibiotics' (as defined by the European Medicines Alliance) as a last resort, if at all. In addition all farms supplying Morrisons with fresh meat, dairy and eggs must report their antibiotic use for monitoring.

We work closely with RUMA and are members of the BRC's working group on AMR and the IGD's Strategic Steering Group for Antibiotic Use in the food supply chain, for which we also chair one of the sub-groups.

#### **Assurance / audits / compliance**

100% of the fresh meat and milk in our shops is British and has to be independently assured to Red Tractor standards. 100% of our shell eggs meet the Lion Code standard. We have internal processes to ensure that products on our shelves labelled as Red Tractor are fully compliant.

We also ensure that any meat coming into our own brand products for retail or manufacture is assured to an independently audited standard through our Farm Animal Assurance standards policy

which covers animals of UK, EU and non-EU countries of origin. 100% of our own brand meat products are assured to an approved farm animal welfare standard.

These standards are captured on our product specification system and their compliance assessed by independent auditors at annual supplier visits. Any non-conformances are followed up by our technical team and the supplier in question until a resolution is found. The policy will be extended to include animal welfare standards for milk and eggs in our ingredient, processed and frozen ranges in 2018/19.

### **CCTV at slaughter**

Morrisons was the first supermarket to have CCTV cameras installed in abattoirs to reassure the public of good welfare practice at slaughter and high standards of food hygiene. The Government has now made this a legal requirement which we support.

Our customers want to know that animals are treated well through the slaughter process. We believe that having CCTV cameras independently reviewed is a clear way to demonstrate that we have the highest possible standards.

CCTV is just one tool we use to protect animal welfare in our abattoirs. In addition to the more than 80 cameras we have running, our abattoirs are the first in England with staff qualified in the “welfare at the time of killing” (WATOK) standards.

### **Close confinement**

We adhere to EU regulations, and more specifically British Red Tractor standards, that have strict controls on animal confinement. Our farm standards policy covers animals of UK, EU and non-EU country of origin. We have strict requirements in avoiding animals produced in systems which use sow stalls, single penning, battery cages, tethering, veal crates and force feeding.

We offer our customers choice with free range and organic which require higher welfare standards and more space for animals, stocking under 30kg/m<sup>2</sup>. Currently around 5% of the volume sold in our fresh chicken range is organic or free range. Our farmed fish standards have requirements on stocking density where appropriate and all based on RSPCA Freedom Foods

### **Dairy grazing**

The milk in our ‘Milk for Farmers’ range is guaranteed to come from cows that have grazed for at least 120 days every year. Depending on the season, the amount of grazing days available for our cows can extend - this year we anticipate that our herds will graze for an average of 231 days (33 weeks). We will report the actual numbers of cows grazed for the first time as an annualised total in December 2018. We monitor the health and welfare of all cows in our dairy supply chain, to ensure their health and welfare meets our standards at all times and that regardless of housing systems, welfare is not compromised.

### **Eggs**

We have been listening hard to our customers about taking eggs from caged hens and so we are bringing our commitment to go cage-free forward by 3 years: all our shell eggs will be from cage-free production systems by 2022. All our ingredient eggs will be from cage-free production by 2025.

We have been working with our suppliers on this for a long time, and since we brought the Chippindale Foods business into our company in early 2018, have had the opportunity to work even more closely with the farmers who supply us directly. This means that we can work together to make sustainable production changes at a farm level.

All of the shell eggs we sell are British and sourced from farms under the British Lion Quality Code of Practice. This includes minimum standards in areas such as animal welfare, hygiene, the environment and traceability, which exceed those required by law.

### **Genetic engineering**

Genetically modified material and/or milk or meat from cloned animals is not permitted in any Morrisons labelled product. This includes animals derived from the semen or embryos of clones

### **Growth promoters**

All growth promotants (hormonal, non-hormonal and antibiotic) are prohibited across all farms supplying meat for Morrisons own products.

### **Humane slaughter**

As well as monitoring and managing the welfare of animals in lairage and the training of staff, we monitor the effectiveness of stunning in our own abattoirs (beef, pork and lamb) to ensure the best practice is adhered to at all times. All plants monitor the effectiveness of stunning, monitoring, measuring and recording the stunning success rates. In all cases, the trained technician looks for signs of recovery and performs a documented check every 30 minutes. We look for 100% compliance, so on the rare occasion that they may detect signs of recovery, CO2 levels may be adjusted (birds for chicken, pigs for pork), or alternative methods of dispatch (shooting) are used. This is monitored daily.

CO2 stunning is used for livestock going into pork and chicken, audited by the RSPCA Assured team. We remain open to the outcomes of the Defra research into low atmospheric pressure stunning; when the research has been concluded, we will be in a position to re-evaluate any stunning methods we use.

### **Husbandry practices**

Broilers and laying hens: we monitor beak trimming in our broilers and laying hens. The majority of broilers going into our chicken are not beak trimmed (see results section). Most laying hens are still beak trimmed and this is always conducted in accordance with industry best practice to ensure the minimum impact on overall beak integrity Organic flocks do not undergo beak trimming, which gives customers a choice.

We support the aim to farm laying hens with their beaks intact through research, training and consultation with our own farmer groups, including projects studying enrichment materials, breed choice and rearing systems. We also are in contact and discussion with members of the Laying Hen Welfare Forum to share learning where possible.

Routine surgical procedures in animals: our Farm Animal Welfare Standards policy does not permit the castration, routine teeth clipping and routine tail docking of pigs, though in line with Red Tractor guidance, this can be conducted under veterinary direction. Castration is only permitted in cattle and sheep under strict veterinary guidance. We have a Yearling Beef initiative that promotes the use of bulls in our beef systems that provides a practical outlet for farmers that wish to avoid castration. Mulesing is strictly prohibited in any lamb products.

### **Labelling**

Consumers want to make informed choices about the food they buy and that's why we provide clear information about where our products are sourced. There are numerous pieces of legislation which apply to the labelling of meat, fish, fresh produce, honey, olive oil and wine. We adhere to all relevant

legal requirements on country of origin labelling and in many cases go further, because we know that this information is valued by our customers. For example, we add voluntary country of origin information on products that contain meat, such as ready meals, “produced in the UK from Thai chicken”.

We want customers to be able to make informed decisions about the products they buy. We clearly label the country of origin of dairy products like milk, cream, butter, cheese and yogurt, so it’s easy for customers to identify - and buy - British.

Additionally, our shell eggs state clearly on pack what type of housing system they are raised in. We sell milk within our ‘Milk for Farmers’ and organic ranges labelled as having freedom to graze (see dairy grazing above).

We also only ever use farm names on products where we can trace back the origin of the product to the actual farm where it was produced.

### **Lairage**

All livestock handlers and lairage operators in our red meat plants have specific training related to their task and will have a Certificate of Conformance (COC). This is a legal requirement and certificates are issued by the FSA. They also receive in house welfare training with 12 month refresher training. Managers and Senior Technicians will also be sent on the Bristol University animal welfare course (birds) and receive accreditation for the ‘Welfare of Animal at Killing’ standards (red meat).

### **Live imports / exports**

We do not import any live animals into the UK for processing in our abattoirs.

Our dairy bull calf scheme, established within our farming research programme in 2009 now processes over 30,000 dairy bulls calves per year, providing additional income for dairy farmers and reducing the appeal for them to cull or to export live animals from the UK.

### **Marketing and communications**

We are proud of our British heritage and farming links, and work with the industry to help celebrate best practice and the high standards of animal health and welfare in our supply chain. This includes:

- Supporting the BVD Free initiative and asking all dairy farmers to be part of the National Johne’s Management Plan
- Sponsoring #Farm24 since its launch in 2014
- Sponsoring the British Farming Awards
- Sponsors of the Taste of Excellence Awards for British Dairying
- Sharing videos and case studies of our farmers and their farms on our community pages
- Running an active schools programme through our store community champions
- Bringing farmers into stores to meet our customers and share their stories

We are in the process of making changes to our online communication so customers have a clear record of our progress in animal health and welfare measures.

### **Non-governmental organisations (NGOs)**

We respect and value our relationships with a number of organisations and NGOs to improve the health and welfare of animals in our supply chain. These include:

- Red Tractor
- RSPCA Assured

- Compassion in World Farming
- Responsible Use of Medicines in Agriculture (RUMA)
- The Marine Stewardship Council (MSC)

We also engage with a wide number of stakeholders for a variety of matters relating to livestock and agriculture, including the National Farmers' Union (NFU), the National Pig Association (NPA), the Pig Veterinary Association (PVS), the British Veterinary Poultry Association (BVPA), the British Cattle Veterinary Association (BCVA), the Sheep Veterinary Society (SVS), the Cattle Health and Welfare Group (CHAWG), and the Agriculture and Horticulture Development Board (AHDB). We are also members of numerous technical committees for the BRC and IGD and work closely with Red Tractor.

### **Pre-slaughter stunning**

Morrisons policy requires that all meat used in any Morrisons branded product to be stunned in a manner that renders the animal insensible to pain prior to slaughter. We also require that all end of lay hens are stunned before slaughter. All pigs within our supply base are gas stunned before slaughter, in line with RSPCA Assured recommendations. In salmon, sea bass, trout, crab and pangasius we have adopted stunning in our supply chains.

All 'Dead on Arrivals' are monitored and reporting for our own-brand fresh products and are available on request for own own brand ingredient products.

### **Red Tractor**

100% of the fresh pork, beef, lamb, poultry and milk we sell in our stores is British and certified by Red Tractor, giving customers assurance on food safety, hygiene, animal welfare standards and environmental protection.

In addition to Red Tractor, we also look at other measures to help develop high standards of animal health and welfare. For example, additional measures are set for all our pork producers to include additional stockmanship, training and management tasks for the health and welfare of their livestock (see pigs section).

### **Research and development**

Since the launch of our Farming Programme in 2009, we have worked with academic institutions and agricultural colleges, along with sector experts, to deliver practical research and best practice guidance which we have shared with our supplying farmers. This has included:

- Recommendations on environmental enrichment for pigs in indoor housed systems
- Perching and enrichment for broiler hens
- Behaviour and welfare systems for free-range laying hens
- Reviews of free-farrowing systems for pigs
- Housing the dairy cow (with AHDB Dairy)

### **TB reactors**

We do not accept TB reactor cattle into our supply chain.

### **Training**

We work with our farm groups and lairage colleagues to provide and direct training for health and welfare. In 2017-2018, this has included training on mobility scoring for all our aligned dairy farmers.

### **Travelling / transport**

As a 'vertically integrated' business operating our own abattoirs, we are able to manage live transportation times and keep them to a minimum. We have a fleet of high specification transport

vehicles to ensure optimum comfort for livestock. Our policy is that all transport times must be under eight hours with the vast majority of live animal transport in our supply chain being less than four hours. We also monitor injuries, road traffic incidents, noticeable fatigue and any stock dead on arrival.

### **SPECIES SPECIFIC WELFARE POLICIES (include animal welfare outcomes)**

#### **Beef**

100% of our fresh beef is British and produced to Red Tractor standards. Our buyers source cattle directly from breeder/finisher farmers and pure finisher farmers located across the UK. We have known many of the 1700 farmers we buy from directly for many years, and share with them details on their carcass grading and other key indicators, including cleanliness and health. A good quality, healthy animal demonstrates high commitment to welfare as well.

To further help animal health management, we are members of the UK BVD Free initiative and encourage all beef producers to be part of an active BVD eradication scheme. We are also carrying out research and practical training into the factors on farm which affect eating quality of the meat we buy. 2018-19 health and welfare ambitions will include the management of respiratory disease on beef farms, as well as further work into the monitoring and reductions of antibiotic use.

We also monitor beef going into our ingredient and processed products. We have strict requirements avoiding meat from tethered animals. We do not have any product which has been farmed in veal crates.

#### **Chicken**

All Morrisons-label Fresh Chicken is 100% British. We work through a small number of UK processors to deliver fresh chicken and our poultry farmers are some of the most efficient, sustainable and welfare conscious in any sector. Each processor works with a number of local farmers in their particular region of the UK, typically 30 to 40 specialist poultry rearing farms. We work closely with these farmers through our Producer Groups.

In 2011 we were the first major supermarket to introduce natural lighting into all our chicken units following research into chicken behaviour with the University of Bristol. Many farms have installed biomass heating systems to turn chicken manure into heat, while all actively monitor a number of key welfare indicators.

As well as Red Tractor, we have introduced additional measures for the full range of poultry coming into our fresh chicken, turkey and duck supply including increased health and welfare monitoring, checking of stock and training of staff. Working closely with our suppliers, we monitor and manage key inputs such as stocking densities and key welfare indicators including pododermatitis, hock marks, leg culls and mortality rates. We benchmark and anonymously share all results among all our suppliers, working together to consider innovations, research and information needed to support and improve best practice.

We monitor antibiotic use of our chicken supply every month, ensuring that we achieve our Morrisons' targets, which thanks to the hard work of our farmers and suppliers, are now set as more challenging than the RUMA industry targets for the sector.

## **Dairy**

100% of our fresh milk is British and supplied by a group of aligned Morrisons farmers from the Arla farmer co-operative.

In addition to Red Tractor standards, we ask all farmers supplying milk to us to monitor and report measures including lameness assessments using the AHDB 4 point plan, mastitis, body condition, cow comfort, cleanliness, culling (including involuntary culling), hair loss and lesion scoring, health recordings, infectious disease occurrence, longevity and antibiotic use. All herds need to be supported by an active veterinary herd health plan which sets targets and action plans for improvements. Additionally, pain relief must be used when carrying out any stockman's tasks, e.g. disbudding, dehorning and castration. Information is also shared to encourage the selection of polled breeds. All Morrisons farms have an active National Johne's Management Plan in place and also have active plans in place to manage BVD, Leptospirosis and Neospora as applicable.

All information is anonymously benchmarked and shared for improvements within the group. Farmers meet twice a year for practical workshops to help share information on key topics, as well as having access to newsletters and a dedicated farmer portal for further knowledge exchange.

We also have very clear guidelines for all our 350 Morrisons' dairy farmers, which states that any healthy dairy bull calves should either be raised on farm for beef, sold to a beef rearer/finisher or sent to the abattoir at 2 weeks old as a last resort should no market for the healthy calf be found. We work closely with Buitelaar and Woodheads to ensure our dairy farmers have a market for their dairy bulls. Last year we processed 30,000 dairy bulls through Woodheads.

We have strict requirements in avoiding any animals which have been tethered or tail docked in our own brand fresh, ingredient and processed products. We will monitor the numbers of farms rearing calves in twin pens or group rearing systems versus individual pens.

## **Dairy beef**

Beef from the dairy herd provides us with lean meat, which is ideal for mince, burgers and meatballs. It's also a much more sustainable way for those dairy herds not using sexed semen to find a market for their dairy bulls and can provide a valuable business opening for new entrants in the beef sector. We have strict requirements avoiding meat from tethered animals. We are starting a programme to work through the practicalities of group rearing systems versus individual pens.

We pioneered our dairy bull calf scheme, established within our farming research programme in 2009, which now processes over 30,000 dairy bulls calves per year, providing additional income for dairy farmers and reducing the need for them to cull or to export live animals from the UK. We work closely within this supply chain are developing a learning programme with them to support contracted farms in key health and welfare measures to improve the quality of life and product of the calves they care for. We are also part of a steering group with the Royal Agricultural University looking at reducing the use of antibiotics in this production system.

Our dairy beef initiative has given us the chance to work with Young Farmers groups and local markets to help new entrants. They have been able to establish a business through our youngstock scheme, as we buy the young beef stock for rearing on farm, deducting the initial price they were bought for from their final price at abattoir.

## **Ducks**

All Ducks in our own brand fresh supply are raised to Red Tractor standards.

## **Eggs**

We care about the eggs we sell, the farms they came from and how the hens that lay them are looked after. That's why 100% of our eggs are produced on British farms certified to British Lion Quality Standards laid down by the Egg Industry Council and all our free-range eggs are RSPCA Assured.

By 2022 100% of our shell eggs going into stores will be from hens who do not live in cages, and by 2025, 100% of the egg used in our ingredients and processing will also be from hens who do not live in cages.

Since February 2018, we have owned our own egg packing facility (Chippindales) and buy the majority of our shell eggs directly from farmers, along with two other family owned businesses, all of whom work closely with groups of local farmers in their local area.

We monitor key welfare measures for the hens who supply the eggs we all enjoy. These measures include feather scores, keel bone assessment, mortality and health, housing type, litter management, enrichment provided (indoors) and ranging (outdoors). We also require that all end of lay hens are stunned before slaughter.

## **Fish**

Whether caught in the wild or farmed we carefully review the sources of all fish and seafood used in our products, making sure they meet important criteria before entering our products. This process looks at stock levels, fisheries management practices, location of catch, gear types and production systems among many other metrics. Scientific advice, certification against credible third party standards and engagement with NGOs plays an invaluable role in helping shape our approach and helps us identify supply chains operating to industry best practice.

Assuring high operational standards aboard vessels is challenging in part because they spend so much time out at sea. We have long engaged with the fishing sector to help understand their unique circumstances and supported the development of a system for recognition of the high standards that lie at the heart of British industry. We are committed to supporting the uptake of certification of the Responsible Fishing Scheme standard throughout our supply chains, helping vessels demonstrate best practice in 5 core areas:

- Safety, health and welfare
- Training and professional development
- The vessel and its mission
- Care of the catch
- Care for the environment.

We source more than 10 different farmed species for use in our products, including:

- Atlantic salmon
- Rainbow trout
- Oysters
- Mussels
- Scallops
- Pangasius (Basa)
- Sea bass
- Sea bream
- Whiteleg shrimp
- Giant tiger prawns
- Halibut
- Scallops

Third party certification against standards including Aquaculture Stewardship Council, Global Aquaculture Alliance Best Aquaculture Practices or Global G.A.P plays a fundamental role in our approach and is required at farm, hatchery, feedmill and processing site. Amongst wider environmental, safety, management and social considerations these standards largely regulate the health and welfare provisions for fish and seafood farmed in our supply chains. These standards include the requirement for clearly defined animal health management plans developed in accordance with expert veterinary/professional guidance and outline the approaches taken to disease control, stress mitigation, water quality management and routine health testing.

While many farms in our supply chains abstain from using antibiotics during production cycles their use is not prohibited under these standards. Under strict veterinary guidance they remain a necessary tool for treating some diseases. However, we are committed to further action on Critically Important Antimicrobials for human health to help eliminate their use.

We are committed to working with specialists, NGOs and our suppliers to help understand and support the adoption of best practice in pre-slaughter handling and stunning. Many of our suppliers have already led in this area through the adoption of electro and percussive stunning with species such as bass, bream, basa and salmon but understanding in this area continues to evolve and benefit from investment.

As well as farms and hatcheries being certified we also aim to have all of the marine ingredient processing plants certified to the International Fishmeal & Fish Oil Organisation (IFFO) standard. This will help us better identify the fisheries which their source material is coming from and ensure the feed used in our aquaculture supply chains meets the same high standards of our wild capture policy.

### **Lamb**

100% of our fresh lamb is British and produced to Red Tractor standards. Our buyers sourcing sheep have known many of the 1100 farmers we buy from directly for many years, and feed back details on their carcass grading and other key indicators, including cleanliness and health. A good quality, healthy animal demonstrates high commitment to welfare as well.

We source nearly three quarters of a million lambs from UK farmers each year. Our early season Spring lamb usually begins in mid May, with the earliest Spring lambs coming mainly from North Wales, where the milder climate allows for early lambing. Our sourcing moves North, and into Scotland as the season progresses.

Developments to the lamb programme for 2018-2019 include monitoring antibiotic use, including the removal of routine use, training and information for SCOPS and worm egg counting and a developing programme to body condition score ewes.

### **Pork**

100% of our fresh pork is sourced from 140 UK pig farms, which have some of the highest standards in Europe and the world. Through Woodheads, we work directly with farmers, buying pork to sell in our retail and manufacturing businesses. Many of the farmers we work with have supplied us for generations. We are one of the biggest processors of British Pork, with the recent expansion of our Colne site enabling us to process more UK pigs than ever before.

As well as Red Tractor, we have introduced additional measures for the full range of pigs coming into our fresh pork supply including increased monitoring and checking of stock, training of staff and regular body condition scoring of the pigs at key times of life. A behaviour management plan is required to help manage and prevent incidences of tail, ear and flank biting and lameness as is a more thorough application of environmental enrichment materials regardless of housing system all of

which will go towards an intention to stop the need to tail dock pigs. This includes the assessment of enrichment materials for optimal, suboptimal or marginal benefit, ensuring that pigs have constant access to at least one optimal material at all times to satisfy rooting behaviour.

The provision of environmental enrichment can be part of a multi-factorial approach to mitigating the risks of tail biting and the need to therefore tail dock, as well as providing for the pigs' need to forage as a behaviour. We published our own guide for farmers on Environmental Enrichment in 2017 and in 2018 are in the process of commissioning further applied research to consider reward-based enrichment for the pig sector. This assesses enrichment on a three line matrix of:

- Reward-based - i.e. how much reward is the pig getting from the material used in terms of foraging and behaviour interaction
- Practicality: how easy is the material to deliver on farm for the farmer and how biosecure is it
- Cost: what is the cost of the material and therefore its benefit as assessed against the first two measures.

Additionally, we have established a Steering Group of vets, farmers, academics, and our processing and retail colleagues which will meet for the first time in October 2018 to convene a larger project to support our farmers in moving away from the need to tail dock pigs.

### Turkey

All our fresh turkey is sourced to Red Tractor standards. No desnooding takes place in this chain.

### WELFARE POLICY COMPLIANCE - REPORTING

Policy measure	Compliance rate
No Animal cloning	100% of our own-brand products comply
No animal testing	100% of our own-brand products comply
Antibiotic use	Chicken: supply base exceeds RUMA target Eggs: supply base meets RUMA target Pork: supply base working to meet RUMA targets; 100% of fresh pork will not have received any CIAs by 01.01.2019. Beef: supply base working to meet RUMA targets Lamb: supply base working to meet RUMA targets Milk: supply base working to meet RUMA targets
Red tractor assurance	100% of our fresh meat and dairy is Red Tractor Assured
Other assurance standards	100% of our own brand products for meat are audited to a Morrisons approved farm animal welfare standard
Beak trimming	Fresh chicken: 98% fully beaked (i.e. not beak trimmed) Shell eggs: 6% fully beaked (i.e. not beak trimmed)
Cage free eggs	Shell egg 2018: 55% cage free Shell egg 2022: 100% cage free Ingredient egg 2018:55% cage-free Ingredient egg 2025: 100% cage-free
Castration	100% of pigs in our own brand fresh pork are not castrated

CCTV at slaughter	100% of our abattoirs have CCTV installed															
Close confinement	100% of fresh pork free from sow stalls 100% of shell and ingredient egg free from battery cage production 100% of cattle (dairy and beef) free from tethering 100% of veal production free from crates 100% of animals free from force feeding.															
Dairy bull calves	100% of healthy dairy bull calves in our fresh milk are not shot on farm.															
Environmental Enrichment	Have access to environmental enrichment materials if housed indoors. 100% - pigs for own brand pork 100% - broilers for own brand chicken 100% - laying hens for shell eggs 100% - cows for dairy if all year round housed															
Genetic engineering	100% of our products are free from genetic engineering.															
Grazing	Milk in our 'Milk for Farmers' range is planning an average of 33 weeks grazing period for dairy cows in 2018. This will be reported as an actual figure in December 2018.															
Growth promoters	100% of our meat is free from all growth promoters.															
Key welfare indicators	All species going into fresh own-brand product have key welfare indicators defined, monitored and measured (see above)															
Live imports	No live imports within our chain															
Livestock origin	100% of fresh meat, dairy and shell eggs is British															
Pre-slaughter stunning	100% of our own-brand products are stunned before slaughter.															
Tail docking	We are now monitoring % of our fresh pork is from pigs who have not had their tails docked. 100% of our dairy cows are free from tail docking.															
Tethering	100% of our dairy cows are not tethered															
Transport journey times to abattoir	Own-brand fresh meat supply: <table border="1" data-bbox="549 1525 1382 1832"> <thead> <tr> <th></th> <th>0-4 hours</th> <th>5-8 hours</th> </tr> </thead> <tbody> <tr> <td><b>Chicken</b></td> <td>100%</td> <td>n/a</td> </tr> <tr> <td><b>Pork</b></td> <td></td> <td>100%</td> </tr> <tr> <td><b>Beef</b></td> <td></td> <td>100%</td> </tr> <tr> <td><b>Lamb</b></td> <td></td> <td>100%</td> </tr> </tbody> </table>		0-4 hours	5-8 hours	<b>Chicken</b>	100%	n/a	<b>Pork</b>		100%	<b>Beef</b>		100%	<b>Lamb</b>		100%
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### Awards and marketing

2018: Compassion in World Farming 'Good Egg Award'