

The image shows two people, a man and a woman, wearing blue Aviagen-branded caps and jackets. They are both smiling and holding white chickens. The background is a large, well-lit indoor farm facility with many other chickens visible in the distance. The Aviagen logo is prominently displayed in the top left corner.

Aviagen<sup>®</sup>  
Group

## Animal Welfare

*Treating our Birds and Eggs with Care and Respect*

SCHELLERS  
RED FARM

# Animal Welfare



Animal welfare is key to our business. The Aviagen Group has a history of over 30 years in developing robust and healthy stock, which is highly regarded by customers throughout the world.

We must treat our birds and their eggs, with care and respect with the same level of attention in our everyday activities and behavior across our entire production base.

Everything we do will directly or indirectly impact on welfare. The Company will help to make everyone aware of the things they need to do and avoid by providing guidance and dedicated training.

## ***Welfare Legislation and Codes of Practice (COP's)***

Not only do we have a moral obligation to welfare, many countries also have sector codes or a legal obligation.

The Aviagen Group Welfare Policy outlines various measures adopted to ensure our livestock retain the best possible health and welfare status. The Policy details various elements identified as important for health and well-being of our livestock. The Aviagen Group Welfare Policy is on display on site.

## ***Hygiene and Biosecurity***

Adherence to company hygiene and biosecurity procedures is important to reduce the risk of introduction of harmful pathogens. These pathogens have the potential to cause disease and to compromise the health and welfare of our livestock. Everyone and everything that enters a site is a potential risk. All staff must prevent possible contamination by informing their Line Manager of anything that causes concern.

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## ***Guidance for Employees***

Training, including the use of Management Handbooks, Guidance Documents (e.g., Standard Operating Procedures, Work Instructions), Safe Working Practices, protocols and competence assessments, has been developed to ensure all employees understand their duties. Training relevant to animal welfare will be discussed with employees by their Line Manager.

There are some actions that are strictly forbidden without training. Culling or euthanasia must never be attempted by untrained or unauthorized staff.

It is important that all people working with livestock develop an understanding and recognition of normal bird behavior by careful observation. This may help identify when something may be wrong and allow for early diagnosis and corrective action to be taken.

## ***Responsibility***

Good stockmanship and welfare is the responsibility of everyone. Your actions and those of your colleagues must be professional and respectful to livestock at all times.

Animal welfare is taken extremely seriously and it is your responsibility to understand and treat our birds and eggs with the utmost care and respect. If you witness any actions that cause concern, you can communicate the incident confidentially. Any concerns raised will be investigated with no negative repercussions for you.

Good welfare is achieved through high standards of stockmanship, effective management, adequate housing and well-maintained equipment. When combined with our world leading research programs, disease eradication, and welfare driven selection programs, we are confident that our birds receive the highest standard of care.



# Aviagen Group Welfare Policy

In order to continue to play a leading role in feeding future generations, the Aviagen Group recognize the important part we play in improving bird welfare through balanced breeding and looking after the birds entrusted in our care. We improve animal welfare in balance with animal health, robustness, productivity, environmental impact and global food security.

The best animal welfare practices recognize that the welfare of an animal includes both its physical and mental state which is why we treat our birds with care and respect to ensure they remain healthy and productive. Everyone has an influence on the welfare of our birds, and should be aware of the effect he or she can have, both positive and negative.

In line with internationally accepted “Five Freedoms” as the ideal state to strive for, our birds are provided with fresh water, feed, proper handling, health care and environments appropriate to their species needs and use. With care and responsible management and training we strive to provide a framework to meet the needs and wants of the birds, in line with the three essentials of stockmanship. We work continuously on improving our knowledge of bird management in an ongoing changing world.

We have established a welfare program that is both internally and externally audited to provide assurance that the bird’s needs are being met. All our people who work with birds and those who manage them receive welfare training related to their tasks and responsibilities.

To ensure any issues or concerns our staff may have about the welfare of our animals can be raised and dealt with without fear of repercussions there are processes within every business that allow items to be raised anonymously.

