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Animal Welfare Policy

Part I: Our View on Animal Welfare

The scope for this document is all animal types excluding game and marine animals delivered to Orkla entities.

As a leading food producer Orkla wants to make a difference by safeguarding animal welfare in our value chain. The purpose of this policy is to increase awareness, guide our suppliers and contribute to responsible business practices.

BACKGROUND

Each year millions of animals are raised for human consumption throughout the world. The welfare of these animals depends on how the rearing, handling, transporting and processing of the animals is carried out. Orkla has a wide range of products that include ingredients or components that derive from animals, such as dairy ingredients, beef and pork meat, poultry, egg and wool. Due consideration for animal welfare in the production of these raw materials is an important part of our responsible sourcing.

ORKLA'S COMMITMENT

Orkla aims to purchase all animal-derived raw materials and products from sustainable sources. Animal welfare is an important component of our responsible sourcing strategy, and Orkla is committed to improving animal welfare across our global value chains. Orkla will not tolerate any cruelty or animal neglect. We will look for areas where we can influence positive change and engage with our suppliers and other stakeholders to support and promote good animal welfare standards.

PRINCIPLES

Orkla's Animal Welfare Policy covers the animal welfare before, during and after the productive life of the animals. Our methods for monitoring and improving animal welfare standards throughout our global value chains are based on the Five Animal Freedoms, aligned with the World Organization for Animal Health (WOAH) Terrestrial Code:

1. **Freedom from hunger and thirst:** by ready access to fresh water and a diet to maintain full health and vigor.
2. **Freedom from discomfort:** by providing an appropriate environment including shelter and a comfortable resting area.
3. **Freedom from pain, injury or disease:** by prevention or rapid diagnosis and treatment.
4. **Freedom to express normal behaviour:** by providing sufficient space, proper facilities and the company of its own kind.
5. **Freedom from fear and (chronic) distress:** by ensuring conditions and care that avoid mental suffering.

Part II: Supplier's Commitment

Orkla expects our suppliers to work towards transparency and traceability throughout the entire value chain. We also expect suppliers to adhere to applicable animal welfare legislation.

General Supplier Assurance

1. Origin

The supplier shall have documented information about origin for all products sold to Orkla. Origin is defined as the country where the animal is born, bred and (if applicable) slaughtered and further processed.

2. Housing environment

The housing environment used shall provide suitable shelter from adverse weather conditions and an environment that provides the conditions and facilities needed for health, comfort and normal behaviour including movement, rest, and social behaviour. Animals shall not be kept isolated but shall have social contact with other animals. Animals shall have access to dry, risk free and comfortable areas. The animals shall have access to objects to stimulate natural behaviour. This could include roughage, (sawdust) bales, straws, elevated platforms etc. Animals shall be given sufficient feed and water appropriate to their age, weight, physical and behavioural needs.

3. Responsible use of veterinary medicines

The use of antibiotics shall be limited to therapeutic use and not be used for preventive or growth promoting purposes.

4. Husbandry practices

The husbandry practices undertaken shall minimize the distress and pain for animals and avoid injury. Painful procedures shall be avoided. Animals shall be frequently monitored to detect injuries or disease early on. When required, the animal shall be treated by a veterinarian.

5. Transportation

The transportation practices undertaken shall minimize the distress and pain for animals and avoid injury.

6. Slaughter

Animals shall be handled and slaughtered in the least distressing and most pain-free manner possible and in accordance with applicable law. All animals shall be stunned and assured unconscious before slaughter. Any staff undertaking the stunning and slaughter of animals, including casualty animals, shall be properly trained and competent. The housing environment used shall provide suitable conditions and environment that provides facilities needed for health and the avoidance of stress.

7. Animal Welfare measures

The supplier shall have a system that follows health and animal welfare parameters. The system could include mortality at farms level; total numbers of veterinary treatments and procedures; monitoring and maintaining of animal and (if applicable) hooves health, and the use of antibiotics or other medicines.

Focus Areas per Animal Type

In addition to the Five Freedoms, Orkla has in line with the industry selected specific focus areas per animal. Areas are selected with the aim at improving animal welfare as well as allowing verification of compliance for each focus area.

The table lists modes of verification that can be used to prove compliance with the requirements of the Orkla animal welfare focus areas. “Acceptable verification per requirement” states modes of verification that pertain to a specific requirement to the left. “Acceptable verification per animal type” lists modes of verification that can be used to prove compliance with all requirements for a particular animal type. E.g. if the supplier holds a Beter Leven certification for dairy cows, they are considered compliant with all focus area requirements for dairy. When legislation is stated as an acceptable verification mode, no additional certification is required for raw material originating from the country in question.

The table is not exhaustive, and only contains verifications that have been reviewed thus far. Orkla will continuously work to expand the list. If a supplier wishes to use a verification method that fulfils the requirements but has not been listed below, they are welcome to contact the Orkla category responsible for further discussion.

Animal type	Requirement	Acceptable verification per requirement	Acceptable verification per animal type
Dairy cows	Permanent tethering is not allowed. Cattle shall be kept in either loose house systems or be allowed to spend at least 6h per day outside during an equivalent of 6 weeks in total during a calendar year, when weather and ground conditions allow it.	<ul style="list-style-type: none"> ▫ Bedre Dyrevelferd (2 hearts) ▫ Beter Leven ▫ Bord Bia ▫ IP Grundcertifiering Nöt & Mjök ▫ IP SIGILL Nöt & Mjök ▫ KSL ▫ KRAV ▫ Weidemelk ▫ Danish legislation ▫ Estonian legislation ▫ Finnish legislation ▫ Norwegian legislation ▫ Swedish legislation 	<ul style="list-style-type: none"> ▫ Beter Leven ▫ IP Grundcertifiering Nöt & Mjök ▫ IP SIGILL Nöt & Mjök ▫ KRAV ▫ Danish legislation ▫ Norwegian legislation ▫ Swedish legislation
	Dehorning, castration and disbudding or other surgical procedures shall be performed under anaesthesia.	<ul style="list-style-type: none"> ▫ Beter Leven ▫ IP Grundcertifiering Nöt & Mjök ▫ IP SIGILL Nöt & Mjök ▫ Danish legislation ▫ Dutch legislation ▫ Norwegian legislation ▫ Swedish legislation 	
Beef cattle	Permanent tethering is not allowed. Cattle shall be kept in either loose house systems or be allowed to spend time outside for at least 6h per day during an equivalent of 6 weeks in total during	<ul style="list-style-type: none"> ▫ Beter Leven ▫ Bedre Dyrevelferd (2 hearts) ▫ Bord Bia ▫ IP Grundcertifiering Nöt & Mjök ▫ IP SIGILL Nöt & Mjök ▫ KRAV ▫ KSL 	<ul style="list-style-type: none"> ▫ Beter Leven ▫ IP Grundcertifiering Nöt & Mjök ▫ IP SIGILL Nöt & Mjök ▫ Norwegian legislation ▫ Swedish legislation

	the calendar year when weather and ground conditions allow it.	<ul style="list-style-type: none"> ▫ Estonian legislation ▫ Norwegian legislation ▫ Swedish legislation <p><i>Please note that additional verification might be needed for bulls due to exceptions in law and certifications.</i></p>	<p><i>Please note that additional verification might be needed for bulls due to exceptions in law and certifications.</i></p>
	Dehorning, castration and disbudding or other surgical procedures shall be performed under anaesthesia.	<ul style="list-style-type: none"> ▫ Beter Leven ▫ IP Grundcertifiering Nöt & Mjök ▫ IP SIGILL Nöt & Mjök ▫ Danish legislation ▫ Dutch legislation ▫ Norwegian legislation ▫ Swedish legislation 	
Pigs	Tail docking is not allowed.	<ul style="list-style-type: none"> ▫ Bedre Dyrevalfaerd (1 heart) ▫ Beter Leven (2 stars) ▫ IP Grundcertifiering Gris ▫ IP SIGILL Gris ▫ KRAV ▫ Tierschutzlabel ▫ Finnish legislation ▫ Norwegian legislation ▫ Swedish legislation 	<ul style="list-style-type: none"> ▫ Bedre Dyrevalfaerd (1 heart), ▫ Beter Leven (2 stars) ▫ IP Grundcertifiering Gris ▫ IP SIGILL Gris ▫ KRAV, ▫ Tierschutzlabel (premium) ▫ Norwegian legislation ▫ Swedish legislation
	Pigs shall be kept free range in the stables. Sows shall be held free range when they are not having piglets. After separate agreement and during specific circumstances, fixation during the insemination period (max 4 weeks) could be allowed.	<ul style="list-style-type: none"> ▫ Bedre Dyrevalfaerd (1 heart) ▫ Beter Leven (2 stars), ▫ IP Grundcertifiering Gris ▫ IP SIGILL Gris ▫ KRAV, ▫ Tierschutzlabel (premium) ▫ Norwegian legislation ▫ Swedish legislation 	
	Operational surgeries such as castration shall be performed under anesthesia.	<ul style="list-style-type: none"> ▫ Bedre Dyrevalfaerd (1 hjärta) ▫ Beter Leven (1 star) ▫ DANISH ▫ IP Grundcertifiering Gris ▫ IP SIGILL Gris ▫ KRAV ▫ Tierschutzlabel, ▫ Norwegian legislation ▫ Swedish legislation 	

Egg laying hens	Beak trimming is not allowed. This also applies to the parent generation. Producers shall have a management plan to prevent and address feather pecking.	<ul style="list-style-type: none"> ▫ Beter Leven ▫ Certifierad Svensk Äggkvalitet ▫ Danska Aeg ▫ KAT ▫ KRAV ▫ Tierschutzlabel, ▫ Finnish legislation ▫ Industry agreement in Denmark ▫ Industry agreement in Germany ▫ Dutch legislation ▫ Norwegian legislation ▫ Swedish legislation 	<ul style="list-style-type: none"> ▫ Beter Leven ▫ KRAV ▫ IP SIGILL Kyckling & Ägg ▫ Tierschutzlabel
	All eggs shall be produced from 100% cage-free laying hens by 2025.	<ul style="list-style-type: none"> ▫ Beter Leven ▫ IP SIGILL Kyckling & Ägg ▫ KRAV ▫ Tierschutzlabel 	
Broiler chickens	Stocking density shall be 30 kg/m ² or less.	<ul style="list-style-type: none"> ▫ Beter Leven ▫ Bedre Dyrevalfaerd (3 hearts) ▫ European Chicken Commitment ▫ IP SIGILL Kyckling & Ägg ▫ KRAV ▫ Tierschutzlabel 	<ul style="list-style-type: none"> ▫ Bedre Dyrevalfaerd (3 hearts) ▫ Beter Leven ▫ ECC ▫ Tierschutzlabel,
	Breeds that demonstrate higher welfare outcomes shall be adopted; either the following breeds, Hubbard Redbro (indoor use only); Hubbard Norfolk Black, JA757, JACY57, 787, 957, or 987, Rambler Ranger, Ranger Classic, and Ranger Gold, or other breeds that meet the criteria of the RSPCA Broiler Breed Welfare Assessment Protocol.	<ul style="list-style-type: none"> ▫ Bedre Dyrevalfaerd ▫ Beter Leven ▫ European Chicken Commitment ▫ Tierschutzlabel 	



Supplier Collaboration Project

If no other way of verification is available, Orkla encourages mutual projects targeting above focus areas.

Additional requirements

Individual Orkla Portfolio Companies or Business Units may have additional requirements that goes beyond the demands that are included in this policy.