



## **ANIMAL WELFARE POLICY FOR SUPPLIERS**

### **PURPOSE**

The purpose of this policy is to establish Sysco's Animal Welfare standards and to communicate these expectations to our suppliers and external stakeholders.

### **SCOPE OF POLICY**

The Sysco Animal Welfare Policy covers all Sysco brand protein suppliers for our Broadline and Specialty Meat and Seafood Group (SSMG) in the categories of our veal, beef, lamb, pork, and poultry suppliers, as well as dairy, shell egg and processed egg suppliers.

The geographic scope of this policy covers suppliers in the United States and Canada.

### **POLICY STATEMENT**

As the global leader in foodservice distribution, our intent is to contribute to the improvement of animal welfare practices across the industry. We believe that the humane treatment of animals within our supply chain is the right thing to do, builds customer confidence and supports further growth and development of the foodservice industry.

Sysco's Animal Welfare Policy encourages positive animal welfare outcomes for the farm animals in our supply chain. Our approach is focused on animal proteins produced and distributed under the owned Sysco Brands as we have significant size, scale and impact in this area. We believe that by targeting our initial efforts towards the Sysco brand supply chain, our influence will have a positive effect throughout the foodservice industry.

We work with our Sysco Brand protein suppliers, as specified in the Scope, to promote the humane treatment of animals. Our suppliers are expected to meet regulatory requirements and adhere to industry best practices for animal care. We use science-based standards designed to evaluate animal welfare and believe that good animal welfare outcomes depend on the strong partnerships between farmers, ranchers and producers of animal products and the restaurant and food companies that purchase them.

### **PRINCIPLES**

Through our Animal Welfare Policy, we encourage positive welfare outcomes for farm animals in our supply chain—this includes improved outcomes in the animals' holistic well-being such as increased mobility, increased displays of natural behaviors, reduced injury and mortality rates, and reduced stress and fear.

Our policy is aligned to the Five Freedoms Framework for the protection of farm animals. This framework allows for a continuum approach beginning with science-based standards that can be observed, measured and documented; not perception-based analysis.

We interpret the Five Freedoms in this approach:

FREEDOM	Sysco's Point of View
Freedom from Hunger and Thirst	Animals should have access to fresh water and appropriate nutrition to maintain full health.
Freedom from Discomfort	Animals should be provided the appropriate environment for their species including shelter and comfortable resting areas.
Freedom from Pain, Injury or Disease	Animals should be cared for through prevention or diagnosis and treatment of any diseases; and protected from unnecessarily painful procedures. Sick and injured animals should be treated in the most humane method available by professionals in animal care.
Freedom to Express Normal Behavior	Animals should have space for natural movements, appropriate facilities and the company of other animals of its own kind.
Freedom from Fear and Distress	Animals should be cared for in a manner that ensures conditions and treatments avoid suffering including during transportation and slaughtering.

#### CRITERIA FOR ALL SPECIES

We plan to leverage our Animal Welfare Advisory Council to continuously monitor advancements in these areas and reserve the right to adjust our standards accordingly.

- **Humane Housing**

Suppliers should provide animals with housing systems that provide appropriate space and encourage meaningful enrichments that allow for natural behavior and ensure healthy biological functioning of the animal.

- **Avoidance of Pain**

Sysco recognizes certain physical alterations may be required to support an animal's welfare over time. We expect suppliers to review any procedures that may cause pain to animals (e.g., dehorning, castration, beak conditioning), apply them judiciously, and take appropriate measures to minimize and manage pain under a veterinarian-approved program.

- **Slaughter Practices**

Suppliers should continually review practices to ensure farm animals are slaughtered in the most humane and effective methods possible and review emerging technology to minimize stress and discomfort.

- **Farm Animal Transportation**

Animal transportation times should be within the limits of what is considered best practice for that animal type and breed, in compliance with national, state or regional, and local laws and regulations. Measures should be taken to reduce animal stress during transportation.

- **Responsible Use of Antibiotics**

Sysco understands that antibiotics can be an effective tool in supporting health and reducing suffering for animals, and their use must be balanced with concerns for human health. We support the FDA guidance that medically important antibiotics should no longer be given to farm animals for growth purposes, and that all shared-class antibiotics (i.e., those used for both humans and animals) should be used only to treat, prevent and control disease in farm animals under the supervision of a licensed veterinarian.

- **Employee Training and Monitoring**

Suppliers must have mechanisms in place for their employees to report instances of animal abuse within their business. Sysco will not tolerate any retaliation taken against any individual who has, in good faith, sought out advice or reported questionable behavior or a possible instance of abuse.

Sysco believes that employees who receive ongoing training regarding the importance of animal welfare, as well as proper animal handling techniques and care, contribute to improved outcomes in farm animal welfare. We also support the use of technology for video monitoring and encourage suppliers to provide timely feedback to employees.

## **PROCEDURES & TRAINING**

In order to ensure conformance to our standards, we use a multi-pronged approach to ensure that suppliers of Sysco Brand meat, poultry, dairy and eggs meet our standards. Sysco's Animal Welfare Compliance Program, overseen by our Quality Assurance team, ensures ongoing compliance through a system of checks and balances, which include requiring:

- Verification audits, assessing conformance to our standards, performed by Sysco QA members who have been certified as Professional Animal Auditor Certification Organization (PAACO) auditors;
- Third-party Animal Welfare audits of our suppliers' facilities;
- Documented self-assessments of our suppliers' animal care practices;
- Monitoring and reporting on animal welfare outcomes in our suppliers' supply chains;
- Continuous improvement in on-farm practices such as housing, pain mitigation for routine relevant procedures and antibiotic use.

Willful acts of abuse against animals are illegal. Suppliers are expected to report all suspected animal abuse incidents to authorities and should also immediately notify Sysco's Quality Assurance Group at 281.584.1350 of any instances of abuse or non-compliance to this policy in their supply chains.

When instances of noncompliance with our animal welfare standards are identified, we work with suppliers to develop and implement corrective actions. If a supplier is unable or unwilling to make measurable improvements, appropriate follow-up actions will be determined. These may include temporary suspension of business with a supplier or, if warranted, termination of a supplier's contract."

We are committed to reporting progress through Sysco's annual Corporate Social Responsibility Report. In addition, Senior executives report Sysco's progress on animal welfare to the Corporate Social Responsibility Committee of our Board of Directors regularly.

## **REVISION & REVOCATION**

This Policy is not a contract between Sysco and any employee, assigned worker, or third party. This Policy may be revised or revoked by the Policy Owner at any time, without advance notice or cause

## **POLICY REVIEW AND REVISION**

This policy shall be reviewed annually or more frequently as required by changes in legal, regulatory or Sysco requirements, or to correct identified deficiencies.

This policy supersedes all previous versions.

Executive Policy Owner	Senior Vice President, Merchandising and Marketing
Policy Owner:	VP Quality Assurance
Prepared By:	VP Quality Assurance; Sr. Director Sustainability; VP National Accounts; VP Revenue Optimization SSMG; Directors, Category Management Poultry, Seafood, Canada; Director, Strategic Sourcing; Program Quality Manager; Program Manager, Corporate Social Responsibility; Analyst, Quality Assurance
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