



Olam Animal Welfare Policy

April 2020

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Olam recognises that the welfare of farm animals in our production systems is essential to our business and to our shareholders and customers. We recognise that farm animals are sentient beings and that animal welfare encompasses not only good health and physical condition, but also mental wellbeing and the ability of animals to exhibit species-specific behaviour. We therefore endorse the “Five Freedoms” of Animal Welfare”, and we require our suppliers to recognise the same principles:

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

Our commitments:

- To achieve and maintain a high standard of animal welfare across the life-cycle of animals in our care, by ensuring that our operations safeguard the Five Freedoms of animal welfare;
- To align our practices at the level of the relevant individual businesses with the internationally recognised principles for the welfare of animals in livestock production systems, as set out by the World Organisation for Animal Health.
- To manage specific social and environmental risks and impacts related to animal production systems, including animal waste, zoonotic disease, and the safety, security and health of our own staff and the public from production activities, by applying sound safety, quality, social and environmental management principles

To achieve these commitments, we will:

- Conduct our business with integrity and comply with all relevant laws, including applicable environmental regulations in the countries in which we operate, and in accordance with recognised, industry-specific standards, as well as Olam's corporate policies, standards and codes of practice;
- Require all levels of Olam management to be accountable for applying the policy in their business decisions;
- Establish specific codes of practice and standard operating procedures to deliver our commitments at the level of individual businesses or sectors of livestock production, consistent with the species-specific requirements of those businesses;
- Establish strategies and management systems to create and prioritise measurable objectives and execute improvement plans, that are aligned with our business goals, address our Animal Husbandry risks and risk mitigation opportunities, and deliver a 'right first time' culture;
- Ensure all employees, business partners, contractors suppliers and visitors understand this Policy and their own responsibilities and accountabilities, and receive appropriate training and education to assure the welfare of animals in our supply chains and the safety of animal products;
- Work cooperatively with our internal and external suppliers and customers to ensure appropriate standards are maintained throughout the supply chain;
- Maintain internal and external compliance programs across all levels of the supply chain;
- Communicate and publically report meaningful and accurate information regarding our performance to demonstrate continual progress towards commitments made in our policies;
- Regularly review our policies for business alignment including our Shared Values, Corporate Responsibility and Sustainability Commitments and key stakeholder expectations.