

## **Dairy (Milk) Welfare Standard v3 April 2020**

This document should be read, actioned and signed in conjunction with the following reference documents.

- **Whitbread Animal Welfare Policy**
- **Whitbread Dairy Raw Material Specification**
- **Whitbread Red Meat Abattoir Standard**
- **Outcome Measure Requirements for Dairy**

It is a requirement for all farms supplying Whitbread with Dairy Liquid Milk Products to be certified against an independent farm assurance scheme (Red Tractor, Bord Bia or In Country Equivalent).

- **Schemes must lay down clear standards for stockmanship, housing, nutrition, welfare, grazing, animal health, handling and transportation, and environmental issues.**
- **Schemes must include pre-approval inspection, and farms must be audited on a regular basis, preferably at least once per year. Audit results must be recorded.**

In addition to the assurance scheme, the requirements of the Whitbread Dairy Welfare Standard will also be implemented across the dairy herd and associated youngstock, and good standards of Animal Health and Welfare maintained across the whole farm.

### **1. Housing and Facilities**

- 1.1 All housing, flooring, fences, boundaries and equipment shall be constructed and maintained to provide a safe environment for livestock.
- 1.2 Housing must be effectively lit to allow for inspection of livestock and ensure a normal range of behaviours can be undertaken. A day/ night lighting pattern must be implemented.
- 1.3 Housing must be effectively ventilated, with animals having access to protection against adverse weather or extremes of temperature, whether housed or grazing
- 1.4 Lying areas must be provided for comfort and effective rumination. Where bedding is provided, this must be maintained to ensure livestock are able to keep clean.
- 1.5 Livestock must be kept in appropriate groups and stocking densities stipulated by the farms assurance scheme must be followed.
- 1.6 All livestock (unless quarantined) must have visual and audial contact with others
- 1.7 Routine tethering or muzzling shall not be used.

- 1.8 Handling and Loading/Unloading facilities must be suitable and well maintained to minimise the risk of injury and distress
- 1.9 Suitable calving facilities must be provided and kept in a hygienic condition.
- 1.10 Livestock must have access to pasture for at least 4 hours per day, 120 days per year. Turnout and housing records shall be kept.
- 1.11 Pasture must be kept free of any debris which could present a hazard to grazing animals
- 1.12 Livestock at pasture shall have access to a dry lying area and shelter. Controls must be in place to minimise overgrazing and poaching.
- 1.13 All tracks, passages, gates and standing areas must be well designed and maintained to minimise the risk of injury and maintain cleanliness. Dung must be managed to ensure it doesn't gather.
- 1.14 All farms shall have effective biosecurity and security procedures in place.

## **2. Procurement of Livestock**

- 2.1 Records of the origin of stock and the farming method for all livestock reared must be kept

## **3. Feed and Water**

- 3.1 All livestock must have ready access to a wholesome diet, which is appropriate for their age and body condition, so that it satisfies the nutritional requirements of the animal. Feed space must be suitable for the number of animals served and shall be adequate to enable ready access for a number of animals to feed at the same time.
- 3.2 Animals may not be without feed for more than 12 hours before slaughter.
- 3.3 Animal Feed may not contain any animal proteins unless permitted by local or European law.
- 3.4 Records of feedstuffs on farm must be kept.
- 3.5 The relevant authority license for mixing feed containing any medication, additives or premixes must be granted and evidenced.
- 3.6 Controls to prevent the contamination of feed must be in place through correct storage, handling and pest control management.
- 3.7 Where genetically modified ingredients in animal feed are used this must be declared on the delivery note to farm and on the finished product specification delivered to Whitbread.
- 3.8: Animals of all ages must have ready access to sufficient fresh clean water. Water trough space must be suitable for the number of animals served and shall be adequate to enable ready access for a number of animals to drink at the same time.
- 3.9: Provision must be made to ensure an emergency supply of suitable drinking water in the event of failure of the normal supply (e.g. due to freezing, drought, etc.).

## **4. Animal Health and Welfare**

- 4.1 The health and welfare of all livestock shall be monitored and maintained at all times. Stock inspections should be undertaken at least daily, with an increased frequency of checks for vulnerable animals (e.g. calves, those approaching parturition, or animals in quarantine) or during adverse weather.
- 4.2 A proactive Veterinary Health Plan shall be documented, updated in accordance with changes to management, treatment or farm records and implemented by all staff.
- 4.3 There must be an appointed veterinary practice responsible for overseeing herd health, with routine veterinary visits scheduled to support the review of the farms data and the Veterinary Health plan.
- 4.4 Provision should be made for the segregation and comfort and treatment of sick or injured animals, or for their humane dispatch without undue delay.
- 4.5 Personnel administering medication must be trained.
- 4.6 Detailed records of administration, purchase and disposal must be kept. Withdrawal periods must be stated and adhered to.
- 4.7 Medicines must be stored in accordance with manufacturers recommendations under controlled access (e.g. locked cabinets)
- 4.8 Medicines must be authorised and only used as directed. Prophylactic use of antibiotics is not permitted. Antibiotics are only to be used under veterinary supervision for the treatment of disease in symptomatic animals, provided that recommended suspension times prior to slaughter or milking for human consumption are adhered to.
- 4.9 Surgical castration shall only be carried out under anaesthetic, irrespective of age of animal.
- 4.10 A veterinary surgeon may undertake dehorning of older dairy livestock providing anaesthetic and analgesic are used.
- 4.11 Tail docking is not permitted in cattle.
- 4.12 Lactating cows must be milked daily with consistent milking intervals implemented (including cows in quarantine).
- 4.13 Producers will ensure that genetics/ sires are selected for ease of calving

## **5. Calf Feeding, Accommodation and Management**

- 5.1 Systems must be in place to ensure that colostrum is received within the first 6 hours of life.
- 5.2 Calves must receive a sufficient diet, including two milk feeds per day until 28 days of age
- 5.3 Calves must not be weaned before 5 weeks of age and until they are eating sufficient amounts of hard feed.
- 5.4 Bedding must be provided for calves under two weeks of age

- 5.5 Calves over 8 weeks of age must be housed in groups and not in individual accommodation.
- 5.6 Where housed in individual accommodation before 8 weeks of age, all calves must have tactile and visual contact with others.
- 5.7 All accommodation must allow for free movement without injury and calves must have space to turn around, lie down, stand, stretch and groom themselves
- 5.8 Where castration is undertaken, the methods must be as follows:
  - 5.8.1 Rubber Ring- Up to 7 days of age
  - 5.8.2 Burdizzo- Up to 2 Months of Age
  - 5.8.3 Other methods OR calf over 2 months of age- must performed by a veterinary surgeon with the use of anaesthetic
- 5.9 The disbudding of horned animals is permitted under anaesthetic in order to avoid injury to other livestock.
  - 5.9.1 Disbudding using chemical cauterisation must only take place within the first two weeks of birth.
  - 5.9.2 Other methods may be undertaken up to 2 months of age.

## **6. Identification and traceability**

- 6.1 Whitbread recommends that animals be identified by means of ear tags as a minimum and traceability must be consistent with National Law to ensure the farm or origin of the animal can be determined.

## **7. Record Keeping**

- 7.1 Detailed records of health and welfare must be maintained, including disease, mortality, culling, treatments, husbandry procedures and milk quality records.
- 7.2 Full records of medicine purchase and disposal must be kept
- 7.3 Records of medicine administration must be kept which enable the identification of the animals treated and the appropriate withdrawal period.

## **8. Emergency procedures**

- 8.1: A casualty handling procedure shall be in place and implemented but in any event animals which are unable to walk shall not be moved to the place of slaughter, but shall be killed where they lie by a certified slaughter man or vet adhering to Whitbread's stunning requirements as outlined in the Red Meat Abattoir standard.

## **9. Staff Training**

- 9.1: Personnel responsible for Animal Health and Welfare or monitoring Critical Control Points shall have received appropriate training and the competency of these staff shall be verified.

## **10. Milk Production and Processing**

- 10.1 All areas of the parlour and milk collection areas must be kept in a tidy, hygienic state and an effective routine must be implemented when in use.
- 10.2 All structures, fixtures and equipment shall be well maintained, suitable for use and replaced in accordance with manufacturers recommendations (if not before). Protective coverings shall be used where required, to avoid contamination.
- 10.3 An effective, safe supply of water shall be available and suitable washing equipment/ procedures implemented
- 10.4 Milk storage tanks and cooling systems shall be maintained and managed to prevent contamination and ensure effective cooling and washing.
- 10.5 Milking systems shall be suitable, well maintained and inspected at least twice a day.
- 10.7 Washing cycles will be temperature monitored and records kept.
- 10.8 Milking machines shall be tested annually with records kept.
- 10.9 Udders and teats must be inspected prior to milking and procedures in place to ensure these are clean and dry.
- 10.10 Milk from individual cows must be inspected at the start of milking for defects (e.g. blood, discolouration). Lighting must be sufficient to permit this.
- 10.11 Where automatic milking systems are used, controls must be in place to ensure the risk of contamination is reduced and milk from cows within withdrawal periods is separated and disposed of.
- 10.12 Milk unsuitable for human consumption will be separated and managed so as not to enter the milk storage tank. Milk from cows within antimicrobial withdrawal periods should not be fed to calves and should be disposed of. Systems and procedures must be in place for identifying cows whose milk is unfit for human consumption.
- 10.13 Milking staff are aware of these procedures and implement good standards of hygiene practices. Designated hand washing and drying facilities are available.

## **11. Transport**

- 11.1 Farmers must only select fit and healthy animals for travel. When selecting animals for transport the following need to be considered in all age groups:
- Body Condition.
  - Clinical evidence of disease or parasitism.
  - Injuries or other physical defects.

- 11.2 Transport operators have the right to refuse to transport unfit calves/ cattle.
- 11.3 Animals must be able to stand and bear weight on all limbs and be fit enough to be able to withstand the journey without suffering pain or distress.
- 11.4 Only fit animals must be transported as per the guidance outlined by the British Cattle Veterinary Society or in country equivalent. Slightly injured or ill animals may be transported under exceptional circumstances to the nearest point of slaughter and if approved by a veterinary surgeon and accompanied by a certificate to confirm fitness to travel.
- 11.5 All transportation of animals should be in accordance with relevant legislation. It is the responsibility of the consignor to employ a reputable and experienced contractor to transport livestock.
- 11.6 The following criteria should be addressed:
  - 11.6.1: All loaders and drivers must be adequately trained and adopt practices to load and drive animals with their well-being as a priority.
  - 11.6.2: Adequate artificial lighting should be provided to assist loading during the hours of darkness.
  - 11.6.3: The vehicle must be fit for purpose and in particular the interior of the vehicle should contain no projections or edges capable of injuring the animals.
  - 11.6.4: Vehicles should be cleaned and disinfected between successive deliveries.
  - 11.6.5: Animals must be transported in accordance with current legislation and codes of practice.
  - 11.6.6: Timing of transportation should be planned to minimise travel and waiting times. Journey times should not exceed 8 hours from start of loading to end of unloading, regardless of age. Whitbread does not encourage the practice of multiple pick-ups, which would lead to excessive waiting time during transportation and could lead to spread of disease between farms.
  - 11.6.7: Calves <10 days old must not be transported over 100Km unless they are accompanied by their Dam.
  - 11.6.7: Animals must have adequate space allocation within the vehicle depending upon the size of the animals and distance to be transported.
  - 11.6.8: Vehicles must provide animals with adequate ventilation, whilst maintaining protection from adverse weather conditions.
  - 11.6.9: Loading ramps and tailboards must be fitted with foot battens and have no more than a 30° incline, or 20° for calves.
  - 11.6.10: Ramps should also have side gates to prevent animals falling off.
  - 11.6.11: Vehicle floors must be non-slip and capable of being easily cleaned and sanitised. Bedding must be provided for calves.

## 12. Principles of Implementation

In order for suppliers to effectively implement this policy, Whitbread requires them to:

- 12.1 Communicate this policy throughout their own supply chain
- 12.2 Provide documentary evidence confirming accreditation to a farm assurance system
- 12.3 Ensure Whitbread representatives, including third party auditors are given uninhibited access to sites used to produce Whitbread goods and that all documentation is accurate and complete
- 12.4 Accurately and transparently communicate when these standards are not being met or are unlikely to be met and when support is required to meet these standards
- 12.5 In collaboration with farmers and suppliers, ensure that legal compliance on animal welfare standards is maintained at all times

In order to ensure the policy is effectively implemented throughout the supply chain and to drive continuous improvement, Whitbread will commit to:

- 12.6 Communicate this policy to all suppliers and seek formal acceptance and commitment to its implementation
- 12.7 Require all suppliers to report their level of compliance to this policy and the corrective actions being taken towards improvement
- 12.8 Maintain an internal system to record and monitor the level of compliance to the policy
- 12.9 Review the animal welfare policy on an annual basis and whenever necessary and appropriate.
- 12.10 Cease trading with suppliers demonstrating persistent disregard for the animal welfare policy

**Signed:**

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Title:

Date:

I declare that I have received and acknowledge in full Whitbread Plc's Dairy Welfare Standard and agree to work with Whitbread towards full compliance.

**On behalf of:** *(Company name)*

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