

# Whitbread Animal Welfare Policy

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Reference	Issue Number	Owner	Authorised By	Issue Date	Page Number	Review By
Animal Welfare Policy	3	R. Healey	T. Lowe	Sept 2025	Page 1 of 7	September 2026

## WHO THIS POLICY APPLIES TO:

- All suppliers of Whitbread primary protein

## WHO WILL APPLY THIS POLICY:

- Whitbread Procurement team
- Whitbread Technical Team and their SME Contractors
- Whitbread Sustainability team
- Whitbread Suppliers and Wholesalers

## WHITBREAD INTENT - OUR ANIMAL WELFARE COMMITMENT

Animal welfare is a fundamental part of our Force for Good program. We believe responsible welfare practices are not only expected by our guests but are the right thing to do. We will select and work with suppliers who share our commitment to best practice and continuous improvement in animal welfare standards.

All Whitbread procurement is governed by our Responsible Sourcing Policy, which includes additional standards based on product type and associated risks. Given the animal welfare and integrity risks linked to animal protein sourcing, this policy has been created to sit alongside our Responsible Sourcing Policy.

We embed our animal welfare policy into supplier terms of business and ensure performance is actively measured, monitored, and improved where needed.

## SCOPE

We implement this policy with all suppliers of primary protein for supply into the UK and Ireland. It applies to beef, pork, lamb, broilers, ducks, turkeys, eggs, liquid dairy, wild caught fish and aquaculture.

## POLICY REQUIREMENTS

Whitbread is committed to only purchasing animal protein from suppliers who can demonstrate that their producers uphold robust standards of animal welfare across all global supply chains serving our UK & Ireland estate.

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Reference	Issue Number	Owner	Authorised By	Issue Date	Page Number	Review By
Animal Welfare Policy	3	R. Healey	T. Lowe	Sept 2025	Page 2 of 7	September 2026

## 1. FIVE DOMAINS APPROACH TO ANIMAL WELFARE

Our approach to animal welfare is grounded in the internationally recognised *Five Freedoms* framework, as outlined by the Farm Animal Welfare Council (FAWC) Council Directive 98/58/EC. These freedoms—freedom from hunger and thirst; discomfort; pain, injury or disease; fear and distress; and freedom to express normal behaviour—form the baseline for responsible care across our supply chain.

Whitbread also recognises the evolving understanding of animal welfare, particularly the importance of an animal's mental and emotional wellbeing. While the Five Freedoms remain our core standard, we acknowledge the value of the *Five Domains* model in enhancing welfare outcomes. This model retains the foundational elements of the Five Freedoms while including a focus on positive mental states and the impact of human-animal interactions.

Together, these frameworks guide our expectations of suppliers and producers, ensuring that animal welfare is not only protected but actively promoted throughout our UK and global supply chains.

The domain model details expectations with regard to:

- **Nutrition** - Animals must have access to sufficient, balanced, clean food and water appropriate to their species and life stage.
- **Environment** - Conditions must support comfort, including appropriate temperature, air quality, noise levels, space, substrate, and predictability.
- **Physical Health** - Prevention of disease, injury, and impairment, with proactive measures to promote good health.
- **Behaviour** - Environments must facilitate a range of species-specific and life-stage-appropriate behaviours, including play, foraging, and social bonding.
- **Mental State** - Welfare management must reduce negative states such as pain, stress, and boredom, while actively promoting positive emotional experiences.

## 2. TRACEABILITY BACK TO FARM

Suppliers must be able to provide traceability back to farm and evidence of appropriate practices that demonstrate good animal welfare, upon request.

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Reference	Issue Number	Owner	Authorised By	Issue Date	Page Number	Review By
Animal Welfare Policy	3	R. Healey	T. Lowe	Sept 2025	Page 3 of 7	September 2026

### 3. 100% CERTIFIED SOURCING

All suppliers of non-branded products intended for supply into the UK and Ireland are required to source beef, pork, lamb, broilers (chickens), ducks, turkeys, eggs, liquid dairy, wild-caught fish and aquaculture products from producers with valid farm assurance certification as listed on the Whitbread Approved Schemes List.

A current recognised and certified farm assurance is a mandatory requirement for all animal protein supplied.

### 3. NO ILLEGAL WELFARE OR HUSBANDRY PRACTICES

We prohibit illegal welfare and husbandry practices throughout the supply chain.

We require our suppliers to demonstrate full compliance with UK and/or EU animal welfare legislation - or nationally recognised equivalents - including all relevant statutory livestock codes of practice as a minimum requirement:

- The Animal Welfare Act 2006
- The Welfare of Farm Animals Regulations 2007 and The Welfare of Farmed Animals (Amendment) Regulations 2010, in addition to any subsequent revisions or associated Codes of Practice
- EU Council Directive 98/58/EC concerning the Protection of Animals Kept for Farming Purposes, and other EU Regulations and Directives relating to specific animal welfare standards for each species including:
  - EU Council Directive 2007/43/EC laying down minimum rules for the Protection of Chickens kept for Meat Production.
  - Council Directive 2008/120/EC laying down minimum standards for the Protection of Pigs.
- Council Regulation (EC) No 1/2005 of 22 December 2004 on the Protection of Animals During Transport and Related Operations
- Council Regulation (EC) No 1099/2009 on the Protection of Animals at the Time of Killing.

Where national legislation exceeds either UK /devolved government or EU legislation, suppliers must comply with the higher standard.

### 4. NO GENETIC ENGINEERING AND CLONING

**Genetic engineering or cloning of animals, their progeny, or descendants is strictly prohibited in Whitbread products.**

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Reference	Issue Number	Owner	Authorised By	Issue Date	Page Number	Review By
Animal Welfare Policy	3	R. Healey	T. Lowe	Sept 2025	Page 4 of 7	September 2026

Whitbread must be advised of intention to produce finished species in accordance with Genetic Technology (Precision Breeding) Act 2023 and reserves the right to exclude these from supply chains.

## 5. NO GROWTH PROMOTERS AND HORMONES

The use of growth promoters and hormones is not permitted during the rearing of animals destined for Whitbread.

## 6.NO PERMANENT CLOSE CONFINEMENT

We recognise that close confinement of animals across all species is a serious welfare issue and confinement should be restricted to the restraint of animals for veterinary investigation or treatment only. Close confinement systems should be actively avoided and where present these shall be phased out and should not be used as a routine management practice for livestock.

Permanent gestation crating in sow stalls is banned in the Whitbread supply chain.

Gestation crate usage is limited to 28 days as a maximum, and all of our UK supply never use gestation crates after service.

We are actively engaging with our suppliers to explore any alternatives to close confinement systems and we support transition in line with appropriate industry-wide developments

## 7. SPECIES SPECIFIC ENRICHMENT

Species specific enrichment must be provided for all species to combat boredom and promote positive mental well-being.

## 8.AVOIDANCE OF ROUTINE MUTILATIONS

Permissible routine mutilation activities such as tail docking, teeth clipping, castration of pigs and beak trimming of poultry are to be avoided wherever possible. Where there is a demonstrable animal welfare need for them to be carried out this must be in accordance with legal and best practice requirements, as detailed in the farm assurance schemes our suppliers adhere to, and veterinary guidance.

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Reference	Issue Number	Owner	Authorised By	Issue Date	Page Number	Review By
Animal Welfare Policy	3	R. Healey	T. Lowe	Sept 2025	Page 5 of 7	September 2026

We actively encourage suppliers to regularly review and modify husbandry practices to minimise use and avoid where possible.

## 9. NO ROUTINE ANTIBIOTIC USE

All suppliers must ensure adherence to the Whitbread Antibiotic Policy.

Animals are always provided with the appropriate veterinary care when needed, but medicines including antibiotics will only be used where it is absolutely necessary to ensure good health and welfare.

**Whitbread suppliers must not permit prophylactic use of antibiotics** within their supply chains, in line with [The Veterinary Medicines \(Amendment etc.\) Regulations 2024](#)

## 10. HUMANE TRANSPORT

**End of life livestock must not be transported for more than 8 hours in line with CIWF guidance.**

We encourage our poultry supply base to strive for transport that does not exceed 4 hours.

## 11. HUMANE SLAUGHTER

**All meat and poultry used in Whitbread product must be humanely slaughtered and all animals must be pre stunned.**

Abattoirs are required to comply with Regulation 1099/2009 EC and/or equivalent associated national law.

## 12. 100% CAGE-FREE EGG COMMITMENT

Whitbread is committed to sourcing 100% cage-free eggs (both shell and ingredient) across all brands.

## 13. NO FOIE GRAS

**Whitbread does not source foie gras or meat from birds reared for foie gras production.**

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Reference	Issue Number	Owner	Authorised By	Issue Date	Page Number	Review By
Animal Welfare Policy	3	R. Healey	T. Lowe	Sept 2025	Page 6 of 7	September 2026

## 14. NO LIVE PLUCKING

Whitbread does not source goose meat and does not support or permit live plucking or live harvesting of geese feathers.

## 15. OUTCOME MEASURES

We require suppliers to report outcome measures through the Foods Connected platform. Review of these measures form a key part of our audit process. Our outcome measures requirements are outlined in our species-specific outcome measure documents.

We believe that outcome-based monitoring is essential to understanding and improving the lived experiences of animals, and we encourage all producers to go beyond compliance by fostering innovation and best practice in welfare management.

As a minimum requirement, Whitbread requests that species specific outcome measures are consistently captured and reported to ensure transparency, continuous improvement, and alignment with our animal welfare objectives

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Reference	Issue Number	Owner	Authorised By	Issue Date	Page Number	Review By
Animal Welfare Policy	3	R. Healey	T. Lowe	Sept 2025	Page 7 of 7	September 2026