Whitbread Amelian Western William Amelian Western William Amelian Western William Amelian Western Western

March 2024 - February 2025

Annual KPI Report



















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is to serve great-tasting, good quality, and responsibly sourced food, enabling our guests to make informed and confident meal choices through honest, accessible, and transparent information. We recognise that our guests expect us to uphold responsible animal welfare standards across our supply chain. More than meeting expectations, we believe that achieving positive animal welfare practices is simply the right thing to do. That's why animal welfare is an integral part of our governance and Force for Good Programme reflecting our values and long-term commitment to responsible sourcing.

All Whitbread procurement is governed by our **Responsible Sourcing Policy**, which includes additional standards based on product type and associated risks. All Whitbread suppliers are required to uphold the principles included in the Whitbread Responsible Sourcing Policy. These explain how we expect suppliers to do business in an ethical way. Given the specialist requirements of meat and animal-based protein supply chains, we have developed a dedicated suite of governance documents — including our **Animal Welfare Policy**

and <u>Antibiotics Policy</u> to support the delivery of responsible welfare standards.

Our Animal Welfare and Antibiotics policies are embedded into our supplier terms of business, and relevant suppliers are required to formally acknowledge and sign their commitment to managing these throughout their supply chain. This approach ensures accountability and drives continuous improvement throughout our supply chain. We implement this policy with all suppliers of primary protein for every Premier Inn and branded restaurant in the UK and Ireland. This includes beef, pork, lamb, broilers, ducks, turkeys, eggs, liquid dairy, wild-caught fish and aquaculture.

We take our responsibility to animal welfare seriously and seek to work with suppliers who share this commitment to best practice and continuous improvement in animal welfare standards.





These holistic frameworks guide our





Animal welfare has long been a priority at Whitbread and is firmly embedded as a core element of our governance. Over the years, we've strengthened our approach through **continuous improvement** — enhancing our Animal Welfare Policy, introducing species-specific standards, our Approved Schemes List, and now a **dedicated portal** to collect and monitor welfare outcome measures.

Whitbread's 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. Whilst the Five

Freedoms remain an important foundation, we also adopt the Five Domains model for **enhancing welfare outcomes**, retaining the foundational elements of the Five Freedoms with an expanded 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 supply chains.

By adopting this more holistic framework, we are better positioned to understand and enhance overall welfare outcomes for animals, in line with our commitment to continuous improvement and responsible sourcing.



We're committed to protecting the welfare of animals within our supply chain.

We take a structured approach to animal welfare governance, with **clear oversight and accountability** embedded across our business. Our framework includes defined roles, regular performance reviews, and integration into our overarching Force For Good reporting. This is underpinned by robust supplier management, which includes the time-bound close-out of non-conformances raised during the independent abattoir audits and digital evidence tracking to re-audits and, where necessary, the right to suspend or de-list suppliers.

We've invested in the resources needed to develop, implement, and monitor our policies effectively. The table on the right summarises the key roles responsible for delivering animal welfare across our business and supply chains.

Animal welfare and responsible sourcing are governed at the highest levels, including

the Executive Committee, which is

then implemented by our Head of Food Technology. Our standards and outcome measures are embedded into supplier conversations to ensure continuous improvement remains a core focus.





Whitbread is

to only purchasing beef, pork, lamb, broilers, ducks, turkeys, eggs, liquid dairy, wild caught fish and aquaculture from suppliers who can demonstrate that their producers uphold robust standards of animal welfare across all global supply chains serving our UK &



We implement our Animal Welfare and Antibiotics policies with all suppliers of primary protein for every Premier Inn and branded restaurant in the UK and Ireland. It applies to all relevant species in our supply chain including beef, pork, lamb, broilers, ducks, turkeys, eggs, liquid dairy, wild caught fish and aquaculture.

Our Animal Welfare Policy Requirements include:

- Traceability back to farm All suppliers
 must be able to provide traceability back
 to farm and evidence of appropriate practices
 that demonstrate good animal welfare,
 upon request.
- 100% Certified sourcing All direct suppliers of beef, pork, lamb, broilers, ducks, turkeys, eggs, liquid dairy, wild caught fish and

aquaculture for the UK and Ireland are required to source from producers with a valid farm assurance certification as listed on the Whitbread Approved Schemes List. This includes internationally recognised welfare schemes.

As an example, 100% of our wild-caught whole fish is certified by the Marine Stewardship Council (MSC), supporting sustainable fishing practices from fishery to fork. We are independently audited each year to maintain our MSC Chain of Custody certification and 100% of MSC certified products are clearly labelled on all our menus across every brand — so our guests can feel confident they're making a fish-friendly choice.

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	TRACEABILITY BACK TO FARM	With evidence of appropriate practices that demonstrate good animal welfare upon request.								
	100% CERTIFIED SOURCING	A mandatory requirement for all animal proteins to be certificated to a recognised, valid farm assurance scheme as per the Whitbread Approved Schemes List.								
	100% CAGE-FREE EGG COMMITMENT	All eggs (shell, liquid and ingredient) must only be sourced from cage-free production across all brands.								
	NO ILLEGAL WELFARE/HUSBANDRY PRACTICES	Not permitted at any point in the supply chain.								
	NO GENETIC ENGINEERING OR CLONING	Of animals, their progeny or their descendants used in Whitbread products.								
	NO GROWTH PROMOTERS OR HORMONES	Not permitted during the rearing of animals destined for Whitbread.								
	NO PERMANENT CLOSE CONFINEMENT	Whitbread are working closely with our suppliers to limit the use of close confinement systems to veterinary treatment only.								
	SPECIES-SPECIFIC ENRICHMENT	Must be provided for all species.								
	AVOIDANCE OF ROUTINE MUTILATIONS	Permissible routine mutilation activities should be avoided wherever possible.								
	NO ROUTINE ANTIBIOTIC USE	Prophylactic use is strictly prohibited.								
	USE OF HPCIA's	These are only permitted as a last resort, subject to sensitivity testing.								
	HUMANE TRANSPORT	No animal may be transported for more than 8 hours prior to slaughter.								
ı	HUMANE SLAUGHTER	100% of animals must be stunned pre-slaughter.								
	NO FOIE GRAS	Whitbread are committed to never selling or sourcing from suppliers that are associated with Foie Gras production, including no meat from birds reared for foie gras production.								
	NO LIVE PLUCKING	Of geese including moult harvesting.								
	OUTCOME MEASURES	Submitted by all primary protein suppliers.								
	We do not source rabbit, venison, veal, foie gras or m	neat from birds reared for foie gras.								



We continue to invest in independent food technical and animal welfare specialists to help shape and deliver our enhanced standards, reporting and monitoring — reinforcing our commitment to continuous improvement across our supply chain.

To ensure these standards are met, we have an established programme of **independent abattoir audits** conducted by external assessors, which verify adherence to our animal welfare standards, confirm traceability back to farm level, and ensure the use of approved outcome measure methodologies. This gives us confidence in the data we share publicly. Any nonconformances identified are proactively managed with our suppliers to continually drive improvement.

All updates to our standards and the Approved Schemes List have been **independently verified and validated by industry experts**, ensuring transparency and credibility in our governance framework.

We actively monitor and stay informed of **industry research and developments** around animal welfare practices, including reducing the use of routine surgical procedures, and we support industry-wide initiatives to improve standards. We actively seek the latest knowledge from leading experts — such as Temple Grandin —to drive continuous improvement across our supply chain.

As part of our ongoing commitment to animal welfare, we voluntarily participate in the **Business Benchmark on Farm Animal Welfare (BBFAW)**. We monitor the results of the assessments and use the benchmark results to prioritise action within our Animal Welfare strategy. In 2024, we improved both our tier ranking and impact rating, but we recognise there is always room for further progress.









At Whitbread, we're committed to continuously developing inclusive menus that cater to a wide range of dietary needs. We do this responsibly and transparently—without compromising on taste, quality, or value for money. This includes our guests who choose a



We're proud to offer a variety of vegetarian and vegan options across our menus, ensuring everyone can enjoy delicious meals that suit their preferences.

Our Whitbread Vegetarian and Vegan Policy provides technical standards for the development of plant-based products, guiding both our suppliers and chefs.

As part of our ongoing commitment to offering inclusive and sustainable menu choices, we have and will continue to introduce an increasing number of vegetarian and vegan dishes with each seasonal range launch between Autumn 2024 and Autumn 2025. Many of our existing dishes can also be adapted to suit vegetarian preferences.

Through our 'Force for Good' strategy, we continue to champion initiatives that promote increased fruit and vegetable consumption. Notably, our Brewers Fayre restaurant chain remains a proud signatory of the Peas Please pledge, ensuring every child's menu includes at least two portions of vegetables.

We believe every child should have access to tasty, nutritious meals—whatever their dietary needs. That's why our Children's Menu is developed with strict nutrition and ingredient guidelines to ensure a balanced and inclusive offering.

As part of this commitment:

- 25% of our children's main dishes are suitable for vegetarians.
- 50% of our children's starters are suitable for vegans.
- We guarantee at least one vegan option on both the children's starter and dessert menus.

We're proud to offer a variety of delicious choices that help families make the right decisions for their children.

WHITBREAD

All direct suppliers of beef, pork, lamb, broilers, ducks, turkeys, eggs, liquid dairy, wild caught fish and aquaculture are required to source from producers with valid farm assurance as a minimum, as listed on the Whitbread Approved Schemes List. This includes internationally

recognised welfare schemes.

SPECIES	RECOGNISED SCHEMES
BEEF	Red Tractor, Bord Bia, FAWL, QMS, RSPCA Assured
LAMB	Red Tractor, Bord Bia, FAWL, QMS, RSPCA Assured
PORK	Red Tractor, QS, IKB, Danish Product Standard, RSPCA Assured, GenesisGAP, European Farm Partnership, AWS Interporc\$, DB Kontrol, PAI International Pig Standard, Englandsgrise, QMS
BROILERS	Red Tractor, QS, IKB Kip, RSPCA Assured, Lloyds Register poultry first Gold, Platinum, GenesisGAP, Bord Bia (Sustainable Poultry Products Assurance Scheme)
TURKEYS	Red Tractor, QS, RSPCA Assured
DUCK (NOT CURRENTLY IN SUPPLY)	Red Tractor, GenesisGap
DAIRY (LIQUID MILK)	Red Tractor, RSPCA Assured, Bord Bia
EGGS (SHELL & DIRECT PURCHASED LIQUID)	British Lion, Bord Bia (Origin Ireland Q-Mark)
FISH (WILD CAUGHT)	Marine Stewardship Council (MSC)
AQUACULTURE (FARMED)	ASC, Global GAP, RSPCA Assured, BAP 4*



Close confinement systems are actively avoided and where present, these shall be phased out and should not be used as a routine management practice for livestock. 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. Sows and gilts in our UK supply chains will never be confined for investigative or treatment periods beyond 4 hours.

We actively monitor industry research and developments around animal welfare practices, and support industry-wide initiatives to improve standards and end close confinement. Whitbread is represented on key industry roundtables, including the Free Farrowing and Better Chicken Commitment groups, in partnership with Compassion in World Farming (CIWF). We are actively engaging with our suppliers to explore any alternatives to farrowing crates and we support transition in line with appropriate industry-wide developments.

- 100% of UK pork is free from gestation crates which makes up 55% of our total global pork supply.
- 100% of the supply base meets the EU requirements for stocking density as a minimum.



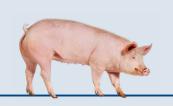












All of the shell egg

and liquid egg that we purchase comes from hens with nest boxes, perches, dietary enrichment, litter, space and freedom to move and exhibit natural behaviour.

70% of our shell eggs and 100% of our direct purchased liquid egg comes from free-range sources¹ where the hens have access to outdoors, trees on the range, and outdoor perching areas All of our primary chicken comes from Red Tractor-certified farms which provide a minimum of 2m of usable perch space per 1000 birds, dietary enrichment, litter, space and freedom to move and exhibit natural behaviour.

All birds have natural lighting covering at least 3% of the housing area, pecking substrates and pecking objects and 1.5 play bales for every 1000 birds.

Beef cattle have access to natural grazing for at least one season unless restricted under disease management controls.

96% of cattle are fed at least 90% grass and forage for their diet, and each animal spends a minimum residency on pasture before slaughter.

100% of sheep are farmed extensively and therefore have access to natural grazing.

100% of our pigs

have permanent access to environmental enrichment in order to satisfy their investigation and manipulation behavioural requirements. Enrichment devices include but are not limited to straw, wood, chains and plastic chews. 40% of our supply utilises only natural origin enrichment and rooting material.

^{1 70%} of our shell eggs and 100% of our direct purchased liquid egg comes from free-range sources at the time of publication.



Permissible routine activities, otherwise known as routine mutilations such as tail docking, teeth clipping, castration of pigs, and beak trimming on 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. Our species-specific policies outline the types of routine activities this might include.

We source from suppliers who are committed to reducing routine activities such as tail docking and teeth clipping in pigs.

- 1 Beak trimming or tipping day-old male chicks
- 2 Unless advised by a veterinarian as part of a documented health plan, tail biting risk assessment or similar
- 3 100% of UK finished pigs are not castrated, which make up 55% of our total volume for 2024/25
- 4 0% of our products contain Fois Gras. Whitbread commit to never selling or sourcing from suppliers that are associated with Foie Gras production



It is our expectation that animals are always provided with the appropriate veterinary care as often as needed,

but medicines including antibiotics will only be used where it is **absolutely necessary** to ensure good health and welfare. Our **Antibiotics policy** outlines our approach to antibiotic usage dependent on their individual requirements and aligns with EU and UK Medicines regulations¹. Our overall objective is the reduction in use of antibiotics across all species (including farmed fish).

We advocate the responsible use of antibiotics at farm level; specifically, the reduction of Highest Priority Critically Important Antibiotics (HP-CIA), as defined by the European Medicines Agency. In practice this means limited use of **fluoroquinolones**, **3rd and 4th generation**

cephalosporins, and colistin i.e. use is restricted to where no other product will be effective for the condition being treated. In the event that these are, we require these to be evidenced through Sensitivity and/or MIC (minimum inhibitory concentration) testing.

Antibiotics must not be used **prophylactically.**² We acknowledge that in some production scenarios i.e. farmed fish and chicken, group treatment is the only practical approach for the treatment of clinical disease. We prohibit the use of antibiotics for routine metaphylaxis.

We have aligned our antibiotic policy to the **RUMA guidelines**, and we expect our suppliers to focus on preventative health strategies such as the maintenance of high standards of animal husbandry and management, hygiene, improved biosecurity and comprehensive vaccination plans. We also require them to work closely with vets to develop responsible treatment plans.

All suppliers must observe strict medicine **withdrawal periods** before animals enter the food supply chain, in accordance with UK Food Safety Law. We require **full traceability** and vet-led medicine policies to ensure the safety and integrity of the food we serve.



We track antibiotic usage across our primary protein supply chain.

As an example, we are pleased to share that our average use is 9.01mg/kg in broilers, below the RUMA target of 13.54mg/kg

¹ The Veterinary Medicinal Products Regulation (Regulation(EU) 2019/6) &The Veterinary Medicines (Amendment etc.)Regulations 2024

² Prophylaxis as defined within the RUMA guidelines





by requiring suppliers of primary protein to report outcome measures through the Foods Connected platform. The outcome measures data reported in this document covers the period from June 2024 - March 2025.

These measures are a key part of our governance process, and we hold regular supplier meetings to review performance. These are also independently verified during audits. Non-conformances are raised in the event the supplier does not meet the Whitbread standards, legislative minimum or farm assurance standards. This allows us to track and trend supply base averages and performance trends more meaningfully over time.

Welfare outcome data is central to our policy development process. It helps us evaluate year-on-year progress and drive continuous improvement across our supply chain.

Livestock Handling

Species-appropriate measures including slips, falls, vocalisation, goad use

Fitness for Transport

Species-appropriate measures including casualty animals, dead-on-arrival

Stunning & Slaughter

Species-appropriate measures including animals requiring secondary stunning

Antibiotic Use

Antibiotic usage figures to end of life

Physical Indicators

Species-appropriate measures including pododermatitis, hockburn, skin lesions Whitbread is committed to ensuring end of life transport times are reduced to a minimum for all species. As part of our Whitbread animal welfare policy, we require our suppliers to achieve transport times of less than





It is recognised that whilst travel is planned to meet our 8-hour timeframe, a small number of journeys exceeded 8 hours in 2024/25 due to traffic incidents, (1.2% of pig and 0.1% of beef cattle journeys). This reflects a strong commitment to minimising transport times and supporting animal wellbeing. Further to this,

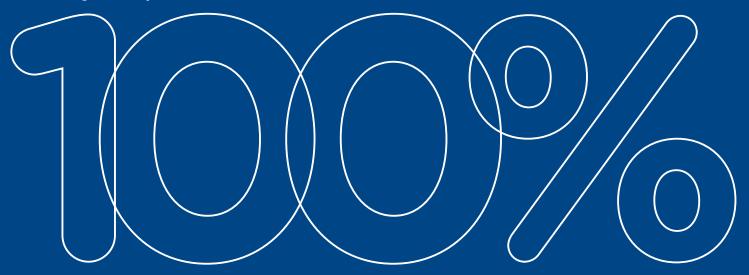
over 85% of broiler journeys were completed in less than 4 hours.

85% of our broilers had a journey time of less than 4 hours (2024/25)

TRANSPORT UNDER 8 HOURS (%) 2021-2023 2024/25 BEEF 100% 99.9% LAMB 100% 100% PORK 99.74% 98.8% POULTRY 100% 100%



Our Animal Welfare Policy requires that



of animals across beef, lamb, pork, broilers, turkey and salmon are stunned pre-slaughter, in line with European regulations (Regulation 1099/2009 EC) regardless of geography.

100%
of our Livestock
and Farmed Fish
are Stunned
prior to Slaughter

Whilst fish are not currently covered by statutory stunning requirements, our suppliers of salmon follow industry best practice, using electrical or percussive stunning methods prior to slaughter.

Where poultry and lamb are sourced from Halal-certified sites, we only work with suppliers that use pre-stunning as part of the process.

This approach reflects our commitment to robust welfare standards and responsible sourcing across every part of our supply chain.

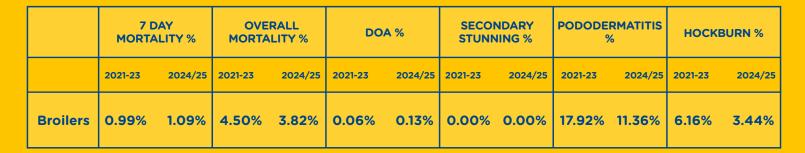
Whitbread has a stated policy commitment to the humane pre-slaughter stunning of 100% of all livestock species and this is reflected in the data sets for incidence of secondary stunning.

Levels of secondary stunning are consistently low across all species. No pigs or poultry required secondary stunning, whilst only 0.001% of lamb and 0.32% of beef cattle required secondary stunning in 2024/25.





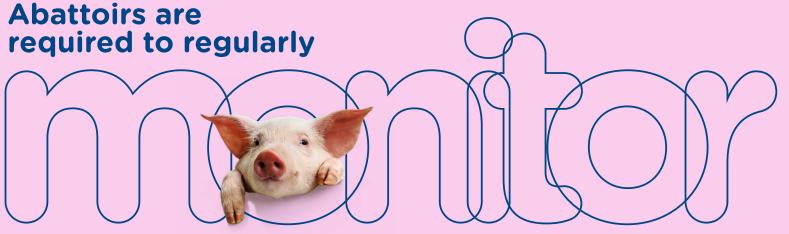
(Broilers and turkey) suppliers are required to regularly monitor Pododermatitis, time between loading and killing, DOAs, antibiotic usage to end of life, ineffective stun and bleed procedure (electric water bath stun only). In addition, we ask for monitoring of hockburn for broiler chickens.



Percentage total on-farm and transport bird loss pre-slaughter mortality losses are a concern wherever they occur in the production process, both from an animal welfare and net sustainability perspective. Knowing where losses occur supports a drive to process improvements in terms of understanding if issues are associated with chick quality, later life stage challenges or potentially loading and

transport conditions. In conjunction with oversight of antibiotic figures (currently reported as 9.01mg/kg i.e. considerably below industry averages) this will help us understand how are suppliers are performing at a farm gate level.

Positive trends in outcome measure reporting, showing our commitment to monitoring and improving animal welfare across the supply base.



Where previously Whitbread were limited in being able to report an aggregated percentage across suppliers, visibility of raw data now facilitates reporting of supply base averages that will enable more meaningful tracking and trending of performance going forward.

A key concern is to ensure that unhealthy animals are not loaded for transport, and that subsequent transport conditions ensure animal welfare requirements are met, up to and including receipt at abattoir. The following page illustrates the relative numbers of animals dead on arrival, killed in situ or otherwise assessed as not fit for transport at time of delivery.

Slips and falls are a key metric of suitability of unloading facilities, as well as the approaches adopted to animal handling and we require that incidence is monitored in cattle and pigs (size and number of sheep in typical loads makes assessment more challenging). The following table illustrates that the rate of both slips and falls is very low, with falls occurring less frequently In both cattle and pigs.

Additional metrics considered indicative of species-specific welfare considerations include goad use in cattle. Whitbread has a strict policy around goad use in that it must not be a routine handling aid and only ever applied with limited contact to hind quarters.

We require visibility of total incidence of use and any repeated incidence on a single animal.



dead-on-arrivals (DOAs), slips and falls, fitness for transport, emergency procedures, transport times, and secondary stun. In addition, we ask for monitoring of goad use (>12 months of age) and vocalisations for beef cattle and skin lesions for pigs.



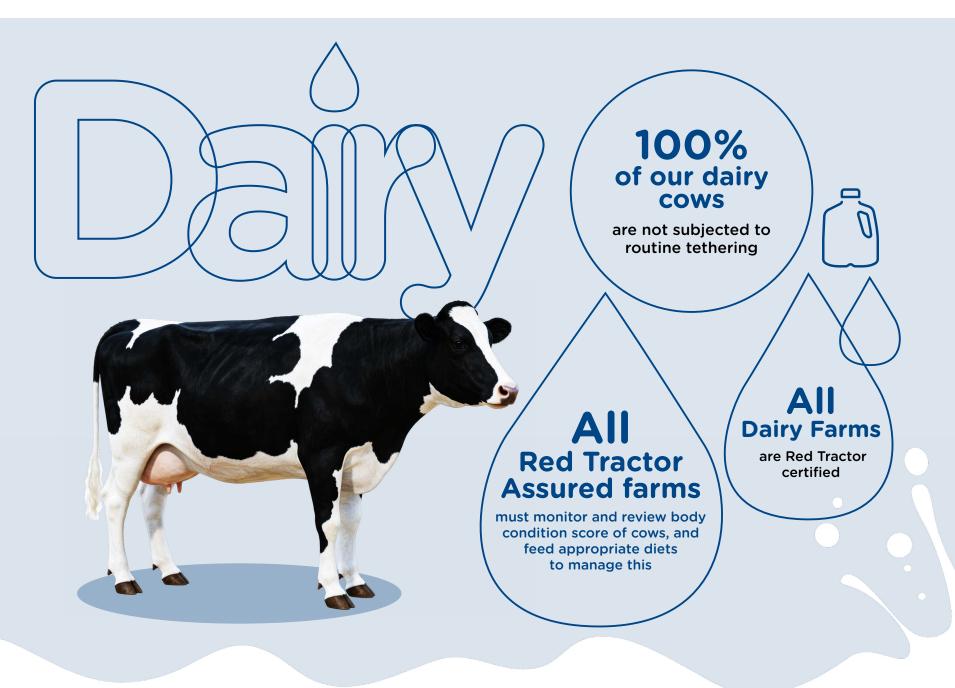


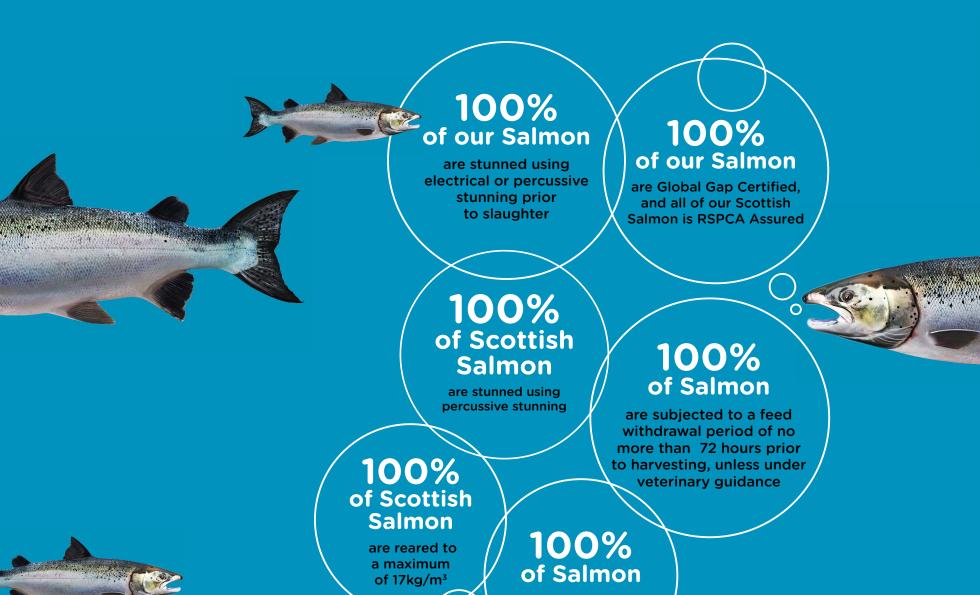
dead-on-arrivals (DOAs), slips and falls, fitness for transport, emergency procedures, transport times, and secondary stun. In addition, we ask for monitoring of goad use (>12 months of age) and vocalisations for beef cattle and skin lesions for pigs.

	DOA %		DOA % SLIPS %		FALLS %		SECONDARY STUNNING %		GOAD USE%		VOCALISATIONS %		SKIN LESIONS %		NOT FIT FOR TRAVEL %	
	2021-23	2024/25	2021-23	2024/25	2021-23	2024/25	2021-23	2024/25	2021-23	2024/25	2021-23	2024/25	2021-23	2024/25	2021-23	2024/25
Beef	0.00% 0.	.00%	0.03%	0.06%	0.008%	0.01%	0.00%	0.31%	0.55%	3.80%	Not collected	Not collected	N/A	N/A	0.46%	0.48%
Lamb	0.001% 0	0.00%	N/A	N/A	N/A	N/A	0.001%	0.001%	N/A	N/A	N/A	N/A	N/A	N/A	0.47%	0.36%
Pork	0.022%	0.01%	0.30%	0.13%	0.26%	0.10%	0.001%	0%	N/A	N/A	Not collected	0.13%	1.47%	0.24%	0.04%	0.01%

- Reported figures are exceptionally low for all species. The relative increase in 'secondary stunning' for beef is potentially a reflection of the challenges associated with Health and Safety requirements within the abattoir post stunning.
- Good usage, whilst showing a relative increase, is low and repeat use is minimal. This is consistent with our requirements in terms of a required emphasis on improved handling facilities that promotes limited need for use of handling aids. Increased visibility and more consistent reporting through the outcome measures portal







are reared at sea in open net pens



