



Animal Welfare

Animal welfare is a top priority for Dunbia for several reasons:

1. **Moral Duty** - All the animals under our care have the capacity to suffer both mentally and physically and it is our moral duty to prevent any avoidable suffering.
2. **Legal Requirement** - UK animal welfare legislation sets strong regulations and there can be serious consequences for both the business and individuals if animal welfare laws are broken.
3. **Economic Importance** - Good animal welfare goes hand-in-hand with meat quality and workplace efficiency and our reputation is reliant upon good welfare practices. Good animal welfare is vital to our business.

We have a duty of care towards all the animals on our site and firmly recognise that it is our moral and legal responsibility to prevent any avoidable pain, distress and suffering in the animals under our care, as an absolute minimum.

Our Animal Welfare Mission

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(This is the best quality I have of this. Hopefully marketing department has a better one)

Five Freedoms

At the heart of our understanding of how to prevent suffering are “the Five Freedoms”, as defined by the Farm Animal Welfare Committee (FAWC).

1. Freedom from Hunger and Thirst
2. Freedom from Discomfort
3. Freedom from Pain, Injury and Disease
4. Freedom to Express Normal Behaviour
5. Freedom from Fear and Distress

Our Commitment

Our aim is to source all our cattle and sheep as farm assured (Red Tractor Scheme, UK). We do not purchase livestock that have received growth promoters or that are cloned or genetically engineered. Where an issue of poor on-farm or in-transport welfare arrives on-site, we provide feedback directly to the supplier/transporter and work cooperatively with the competent authorities in any follow-up investigations.

Dunbia recognises certain groups of animals have particular needs and we have developed our Dairy Cow and Sheep Welfare Commitments to ensure we meet the welfare needs of every animal under our care.

Dunbia is committed to enhancing animal welfare both within our own sites and further afield and we work towards the development of innovative solutions, work collaboratively with external parties, and carry out research projects to help achieve this.

All Dunbia sites carry out pre-slaughter stunning to ensure that every animal processed by us is effectively rendered unconscious before slaughter and remains unconscious until death.

CCTV cameras cover the live animal areas of all our sites and are monitored on-site, remotely, and by government officials to help ensure that good animal welfare practices are being maintained at all times.

All our processing sites are Red Tractor approved, offering additional external assurance that we meet required UK animal welfare standards.

Our Dedicated Teams

Dunbia employs two Royal College registered veterinary surgeons, specially focusing on animal welfare and each of our sites has an Animal Welfare Team, specially selected to ensure good animal welfare is maintained at all times. Every operative working with live animals on our sites holds a 'Certificate of Competence' (CoC) for their task, as required under animal welfare legislation and are trained against the site's Standard Operating Procedures (SOPs). All Dunbia employees are informed that "Animal Welfare is Everyone's Responsibility" and that they have a responsibility to report any concerns about animal welfare without delay.

External training is delivered to all staff in supervisory welfare roles through the Bristol University AWO course and LivestockWise training. Internal animal welfare training is formulated around the Five Freedoms, legal requirements, Bristol AWO training courses, LivestockWise training, DEFRA best practice guidance and Humane Slaughter Association (HSA) guidance.