

SODEXO'S EUROPEAN BROILER CHICKEN - POSITION PAPER

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Sodexo believes that animal welfare is a key component of a sustainable supply chain alongside food safety, food security, nutrition, good environmental practices, fundamental rights for workers and economic viability.

Sodexo has established sustainable purchasing practices in its relationship with suppliers through its Sodexo Supplier Code of Conduct.

Sodexo sources and serves food products derived from animals, and while the company is not directly involved in the rearing, handling, transportation or processing of them, it shares responsibility for the treatment of animals in its supply chain.

Sodexo has very diverse suppliers in many geographies with a wide range of products and practices. Sodexo works with its suppliers to encourage implementation of the most appropriate methods for their specific activities.

Sodexo's presence in 72 countries and its relations with many clients and suppliers put it in a unique position to:

- raise awareness internally amongst its 460,000 employees
- raise awareness externally amongst its community of clients and consumers
- raise awareness and work with its direct suppliers to improve conditions and animal welfare standards

SODEXO'S STRATEGY ON ANIMAL WELFARE

Sodexo supports the globally-recognized "Five Freedoms":

1. Freedom from Hunger and Thirst – by providing ready access to fresh water and a diet to maintain full health and vigor.
2. Freedom from Discomfort – by providing appropriate environment including shelter and a comfortable resting area.
3. Freedom from Pain, Injury or Disease – by ensuring prevention or rapid diagnosis and treatment.
4. Freedom to Express Normal Behavior – 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 which avoid mental suffering.

In recognition of the fact that animal welfare is a key component of a sustainable supply chain, Sodexo has developed a Sodexo Animal Welfare Strategy to meet its commitment to source sustainably reared products.

“Sodexo will work with its suppliers to improve animal welfare throughout its supply chain.”

The implementation of this strategy includes, but is not limited to, the following aspects:

- set and regularly review annual and country-specific objectives aimed at improving animal welfare throughout the supply chain
- publicize whenever possible animal welfare standards, performance, achievements and targets
- ensure that animal welfare is part of the group procurement requirements and addressed in supplier's contractual specifications wherever appropriate by having our suppliers signed Sodexo Animal Welfare Supplier Charter
- encourage and drive uptake of higher welfare animal products through appropriate communication to clients on key animal welfare issues

SODEXO'S EUROPEAN BROILER CHICKEN COMMITMENT

Within the framework of Corporate Responsibility Roadmap and building upon Sodexo's robust Animal Welfare strategy, Sodexo commits to reach the following European Chicken Commitment standards by 2026 for 100% of the chicken meat it sources for Europe, working alongside its suppliers:

1. Comply with all EU animal welfare laws and regulations, regardless of the country of production.
2. Implement a maximum stocking density of 30kg/m² or less. Thinning is discouraged and if practiced must be limited to one thin per flock.
3. Adopt breeds that demonstrate higher welfare outcomes: either the following breeds, Hubbard JA757, 787, 957, or 987, Rambler Ranger, Ranger Classic, and Ranger Gold, or others that meet the criteria of the RSPCA Broiler Breed Welfare Assessment Protocol.
4. Meet improved environmental standards including:
 - a. At least 50 lux of light, including natural light.
 - b. At least two meters of usable perch space, and two pecking substrates, per 1,000 birds.
 - c. On air quality, the maximum requirements of Annex 2.3 of the EU broiler directive, regardless of stocking density.
 - d. No cages or multi-tier systems.
5. Adopt controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without live inversion.
6. Demonstrate compliance with the above standards via third-party auditing and annual public reporting on progress towards this commitment.

CROSS-INDUSTRY COLLABORATION

Industry-wide change cannot be led by one company alone; we must engage with companies in our industry and leverage our combined size to drive progress. To this end, Sodexo led the creation of the Global Coalition for Animal Welfare (GCAW), the world's first food industry-led initiative aimed at advancing animal welfare globally. The global platform unites major companies and animal welfare experts in improving animal welfare standards at scale and in meeting consumer demand for food products from animals reared in systems that promote good welfare. GCAW members have identified five priority work streams: cage-free policies, improved broiler chicken welfare, farmed fish welfare, antimicrobial resistance, and global standards for transportation and slaughter.

As a core member of the Global Coalition for Animal Welfare, we are actively involved in all the workstreams and especially the one related to Broiler Chicken.

IMPLEMENTATION STRATEGY

- Supply chain mapping to better understand the current practices by country and identify the gap between where we stand today and where we need to get to by 2026. Based on this information, we will collaboratively develop intermittent targets and deployment plans by region and country.
- Internal engagement and training of Supply Management teams to continue to raise the level of awareness about the importance of improving broiler chicken welfare within our supply chain. All our Supply Management teams will seek to source from suppliers who are demonstrating progress in animal welfare, and where possible evidenced using 3rd party certification programs.
- External engagement with NGO advisors and industry peers (highlighted above)
- Continue to raise awareness amongst our clients and consumers about the importance of improving animal welfare
- Use appropriate verification method for each commodity to credibly demonstrate progress
- Data collection and regular reporting on progress at the group level through our annual Corporate Responsibility reporting process