

# Canada Packers Commitment to Animal Care



Canada Packers has strong values that deeply define our culture and have a very direct relationship to how we treat the animals we raise or source. There are important environmental, nutritional and ethical implications of meat production that we manage responsibly as part of our commitment to being a sustainable company.

As a large meat protein company in Canada, we strive to be a leader in animal care. To achieve this, animal welfare is an integral part of our culture and business. We will commit to the necessary organizational focus and resources to support this.

Canada Packers is a vertically-integrated company that owns hog production and pork processing plants. We have strong relationships with farmers and other service providers, and we will seek to advance continuous improvements across our supply chain. We believe in the important linkages between animal care, workplace safety, food safety and quality, and environmental sustainability. They all have a vital role in providing consumers with high quality, nourishing food that is produced sustainably and ethically.

Our responsibility for animal care goes beyond our own operations to advocate and share knowledge that elevates practices and regulations across the industry. We will actively engage with consumers, customers, animal care interest groups and other stakeholders, so that change can be based on sound science and what is best for the animals. Through our actions and communications, we will earn public confidence that the products we make come from animals that have been treated empathetically and humanely.

Canada Packers is committed to enhancing our animal wellness practices in a manner that advances the Five Freedoms, the most widely accepted global standard for responsible animal care.

1. **Freedom from hunger and thirst** by providing ready access to fresh water and a diet that maintains good health and vigor;
2. **Freedom from discomfort** by providing an appropriate environment, including shelter and comfortable resting areas.
3. **Freedom from pain, injury or disease** through 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; and
5. **Freedom from fear and distress** by providing conditions and treatment which avoid mental suffering.

We will support these through ongoing critical self and third-party evaluation and continuous improvement in four critical areas:

**CULTURE:** advancing a culture of animal care through communications, education and training; robust policies and well-defined Standard Operating Procedures; and providing positive reinforcement and timely consequences for violations.

**ACCOUNTABILITY:** regular reporting of performance, issues and progress against goals to the Board, senior leadership and across facilities; and conducting frequent, rigorous internal and independent audits.

**ADVANCEMENT:** advancing best practices and technologies based on sound science; working with an Animal Care external experts; and supporting research and advocating for improvements that raise standards across the industry.

**COMMUNICATIONS:** providing clear, fact-based communication of commitment, goals and performance, and building open relationships with stakeholders.

## **CULTURE**

- Providing our people with the knowledge, skills, resources and workplace culture to reinforce empathy and high standards of animal care.
- Clearly defining and enforcing expectations of our people and suppliers regarding animal care, recognizing best practices and taking swift disciplinary action when necessary.
- Elevating the importance and prominence of animal care in our management processes, operating policies and procedures, employee communications and supplier relations.

## **ACCOUNTABILITY**

- Establishing strong governance, with senior leaders directly accountable for compliance to our standards and advancing our goals.
- Reporting to the Board and senior leadership on key animal care metrics, risks and progress towards our goals.
- Requiring our hog operations and suppliers to adhere, at a minimum, to guidelines under: the National Farm Animal Care Council's Codes of Practice; the Canadian Quality Assurance® program and Animal Care Assessment™ of the Canadian Pork Council (called Canadian Pork Excellence and PigCARE starting in 2020).
- Requiring weekly/monthly internal audits of our operations by employees that are either certified or trained as animal auditors by the Professional Animal Auditor Certification Organization (PAACO), and annual third-party audits across our operations.
- Maintaining a strong and open relationship with the dedicated Canadian Food Inspection Agency ("CFIA") inspectors and veterinarians at all our processing facilities, and with provincial officials that oversee on-farm animal care.

## **ADVANCEMENT**

- Developing and implementing an Animal Care Strategy that advances our commitments and goals, with measurable targets and outcomes.
- Working closely with our producer partners and other suppliers to advance high standards of animal care across our supply chain.
- Monitoring and advancing our practices through the office of the Vice President, Animal Care and an internal governance structure that includes senior operations leaders.
- Working with external experts who assist us to continually advance the efficacy of our program and culture.
- Supporting research that enhances our understanding and advances animal welfare.
- Advocating for regulatory reforms that raise and enforce standards across the industry, including incorporating by reference industry codes of practice into provincial and federal legislation.

## COMMUNICATIONS

- Communicating regularly and openly on our goals, progress and performance.
- Seeking to build constructive dialogue with organizations committed to advancing animal welfare.

A handwritten signature in black ink, appearing to read 'Dennis Organ'.

Dennis Organ  
President and CEO

A handwritten signature in black ink, appearing to read 'LeeAnn Peters'.

LeeAnn Peters  
Vice President, FSQA & Animal Care