

## Animal Welfare Statement

Animal welfare is a fundamental commitment for us. We are committed to treating all poultry under our care in a safe and humane manner and to continuously improving our animal care practices as more scientific research and other evidence becomes available. We work every day to build a culture of understanding towards animal care principles, ensuring that our birds are healthy, safe, and secure. Our success depends on the good care and attention that we provide to our birds.

All our poultry team members are trained in proper animal care practices as part of our standard training procedures. They provide our birds with a safe, clean, and well-maintained environment, ensuring that feed and water are continuously available. All the equipment in our housing systems is made with materials that are safe and non-toxic to birds. Poultry technicians monitor the birds daily by observing their behaviour and provide additional care if necessary.

Our poultry management programs meet or exceed the requirements of the Egg Farmers of Canada (EFC) Animal Care Program, which is based on the Code of Practice for the Care and Handling of Pullets and Laying Hens (2017). This Code of Practice applies to all housing systems for both pullets and laying hens. It was developed by a committee made up of veterinarians, scientists, egg farmers, egg processors, and representatives of Humane Canada and the Canadian Food Inspection Agency. The new Animal Care Program based on this most recent code took effect as of May 2023.

We have a zero-tolerance policy towards the unacceptable treatment of our animals. In fact, we have written that into our policies and practices. Our poultry team members annually review our Animal Care Program.

It is also the responsibility of every employee and visitor to take immediate corrective action if they observe employees or other persons engaging in animal cruelty, abuse, or neglect. All potential incidents that are encountered in our facilities must be reported to management immediately. **Any form of cruelty, abuse, or neglect of any birds under our care will not be tolerated and may be grounds for immediate disciplinary action up to and including dismissal.**

Animal welfare is a high priority for us, and it influences everything we do on the farm!

