

Scope

This Woolworths Group Policy applies to Woolworths Supermarkets Australia, Woolworths New Zealand (trading as Countdown Supermarkets) and BIG W. Where specific/additional requirements apply for these businesses, they are detailed separately in this document.

Commitment

Woolworths Group Limited is committed to protecting the welfare of animals in our supply chain. Woolworths Group recognises that animal welfare is fundamental to our business because good animal welfare results in quality products and our customers trust us to do the right thing. Our Woolworths 2025 Sustainability plan includes commitments around animal welfare. Woolworths Group has adopted the Farm Animal Welfare Committee’s (FAWC 2009) ‘Five Freedoms of Animal Welfare’. These freedoms are the framework that guide the development of Woolworths Group policies and procedures. Woolworths Group is committed to driving continuous improvements to our animal welfare policies and procedures.

The Five Freedoms of Animal Welfare

1. **Freedom from hunger and thirst** by providing ready access to freshwater and a diet to maintain health and vigour
2. **Freedom from discomfort** by providing an appropriate environment including shelter and a comfortable resting area
3. **Freedom from pain, injury or disease** through prevention, rapid diagnosis, and treatment
4. **Freedom to express normal behaviour** by providing sufficient space, proper facilities, and the company of the animals' own kind
5. **Freedom from fear and distress** by ensuring conditions and treatment which avoid mental suffering

Woolworths Group recognises that animals are sentient beings and should experience positive health and wellbeing. Together with our suppliers we are working on going beyond the five freedoms and towards providing animals with a good life around the five domains.

This Animal Welfare Policy is implemented and assessed through relevant audits and assessments to ensure that our policies and procedures are being followed. These independent, third party assessments are undertaken to our prescribed requirements and standards including Woolworths Supplier Excellence Audit. Woolworths teams regularly assess and analyse to ensure compliance and track progress against our commitments. Any non-compliance will be fully investigated and resolved.

Non Woolworths brands (Vendor brands) sold by Woolworths Group

Any non-Woolworths brand products must meet our Woolworths terms of trading. Our Woolworths Terms of Trade stipulate that all relevant legislation must be met. Vendors supplying animal products under their own brands to Woolworths must comply with all relevant state and territory legislation in regards to animal welfare or the prevention of animal cruelty in the country it is produced.

Species

This document outlines the Animal Health and Welfare requirements of animals supplied into Woolworths Group. Including farm, transport and slaughter for farmed animals that will be used in our Own Brand products. These include beef, lamb, pork, poultry (chicken, turkey and eggs), fresh milk, fresh cream, farmed finfish and shellfish.

Woolworths Group Policy for Own Brand Products

Animal Health & Welfare:

- All processors and suppliers must comply with all relevant state and territory legislation in regards to animal welfare or the prevention of animal cruelty in the country it is produced in.
- Farms must meet any current local legislative requirements as a minimum.
- Animals should only be transported when their welfare can be appropriately managed, and transport should not be the cause of an animal's welfare deteriorating. Animal transport times must be minimised at all times and must adhere to the relevant national transport requirements and/or codes. Suppliers should target 8 hours or less transportation time.
- Livestock must be fed an adequate diet to maintain health and vigour and meet the nutrition requirements of that animal. Clean water must always be available and easily accessible.
- Woolworths Group is committed to eradicating the practice of routine mutilations and is working with suppliers to find alternatives. Mutilations should only be undertaken to protect the welfare of the animals. Where certain practices are currently unavoidable within the industry (e.g. disbudding or castration of male cattle or sheep) suppliers must utilise early intervention. Any procedures must be carried out by a trained and competent individual using the most humane techniques and recognised best practice with appropriate anaesthesia and analgesia administered to minimise pain.
- All livestock must have been humanely slaughtered and all animals must be pre-slaughter stunned. Suppliers must record the pre-slaughter stunning process and efficacy of the system.
- All Woolworths approved abattoirs must have CCTV in place for key animal handling processing areas.
- All abattoirs and processing sites must have been independently assessed to the individual sector and legislative requirements.
- All people involved in handling animals must be appropriately trained and/or hold any relevant certifications.
- All Woolworths* and Countdown branded fresh pork is gestation sow stall-free (*be produced in accordance with the Australian Pork Industry Quality Assurance Program (APIQ) Gestation Stall Free Standard).
- It is important that where antibiotics are used, they are used responsibly within our supply chains to protect the health and welfare of animals when they are ill, as well as reducing the threat of antimicrobial resistance on human health. Antibiotics will only be used within our supply chains under the supervision and guidance of a veterinary surgeon. All our suppliers are encouraged to adopt the 5 R's approach which centres around the principles of Responsibility, Reduction, Refinement, Replacement and Review.
- No livestock is allowed to originate from genetically modified or cloned stock. This includes dairy, beef, lamb, poultry, eggs, pigs, farmed finfish and shellfish.
- Dairy, lamb, poultry, eggs, pigs, farmed finfish and shellfish species and Countdown beef must be reared without added hormonal growth promotants including antibiotics, beta agonists and growth enhancers. In Australia we work to the national beef industry standards.
- Animals used to produce organic ranges of meat, eggs and milk must be reared on non-Genetically Modified feed. Genetically Modified feed is allowed in the production of our non-organic meat, eggs and milk (Woolworths POL.044 'Genetically Modified (GM) Ingredients').
- Woolworths Group will not sell farmed rabbit, fur products including angora rabbit fibre, horse meat or Foie Gras.
- Woolworths Group non-food products will only use animal products (e.g. feathers or leather) which are a by-product of the food industry. We prohibit live-plucking of feathers.
- Woolworths Group does not allow monkeys to be used in harvesting of coconuts or coconut derived products.
- Woolworths Group prohibits any animal testing for our Own Brand products (excluding Pet Food). Woolworths Group will not commission or request animal testing of its Own Brand products or raw materials that are used within its Own Brand product formulations. We will however at this time accept Toxicity Testing for Home Compostable as per the AS 5810-2010 and Industrially Compostable as per AS 4736-2006 (or latest editions of these standards) that require earthworms until an appropriate in vitro method is applied to this standard.
- Woolworths Group is committed to eradicating confinement where possible, such as removing cages from our egg supply chain.
- Woolworths Group is committed to providing enrichment where possible within our supply chains such as perches for chickens.
- Woolworths Group is committed to improving our performance reporting on animal welfare including increased reporting and benchmarking.



In conjunction with Woolworths Group animal welfare requirements, **Woolworths Supermarkets Australia** also has the below additional requirements for its Own Brand products:

Chicken (fresh, frozen & ingredient)

- All Woolworths brand chicken must be RSPCA Approved.
- All Woolworths ingredient chicken (where chicken is a defined ingredient) must be RSPCA Approved or equivalent.
- All Woolworths Macro chicken must be either certified to the Free Range Eggs and Poultry Australia standards (FREPA) or certified organic.
- Any truck incidents involving poultry must follow the requirements provided under Woolworths GUI.077 'Animal Welfare Requirements for Truck Incidents Involving Poultry'.

Turkey

- All Woolworths whole turkeys must be RSPCA Approved.
- All Woolworths Macro turkeys must be FREPA Certified or certified organic.

Pork

- All Woolworths fresh pork must be produced in accordance with the Australian Pork Industry Quality Assurance Program (APIQ) Gestation Stall Free Standard.
- All Woolworths Macro fresh pork is to be free-range (APIQ certified or equivalent) or certified organic.
- All Woolworths pork abattoirs must be certified by the Australian Livestock Processing Industry Animal Welfare Certification System as well as adhering to our Woolworths abattoir standard.
- All Woolworths pigs must be purchased directly from the farm by the Woolworths Greenstock Livestock Team.

Woolworths Brand Milk and Cream

- Euthanizing of bull calves on-farm is prohibited other than for health reasons.
- Milk must be sourced from cows that are free from routine tethering and tail docking.
- Free from permanent housing.

Woolworths Farmers Own Milk

- Euthanizing of bull calves on-farm is prohibited other than for health reasons.
- Milk must be sourced from cows that are free from routine tethering and tail docking.
- Free from permanent housing.

Red Meat (Beef and Lamb)

- Must meet all National Livestock Identification System (NLIS) and associated Livestock Production Assurance (LPA) requirements.
- All Woolworths cattle are bought directly from the farm by the Greenstock Livestock Team.
- All cattle coming from feedlots must be accredited to Australian Lot Feeders' Association (ALFA)/National Feedlot Accreditation Scheme (NFAS) and meet the Woolworths Feedlot Standard.
- Grass-Fed beef cattle must meet the Woolworths Grass-Fed Standard.
- All Woolworths beef and lamb abattoirs must be certified by the Australian Livestock Processing Industry Animal Welfare Certification System as well as adhering to our Woolworths abattoir standard.

Eggs

- All Woolworths whole shell eggs must be cage-free.
- All Woolworths whole shell eggs must be produced to Egg Standards Australia (ESA) Level 3 for Farm and Grading Floors.
- All Woolworths Macro whole shell eggs must be either Free Range Eggs or certified organic.
- All Woolworths Macro ingredient eggs must be cage free.
- By 2025 all vendor branded whole shell eggs must be cage-free.
- By 2025 egg as an ingredient in Woolworths Own Brand food products must be cage-free. Processing aids or where egg is less than 1% of total formulation unless where used as a characterising ingredient are not in scope for this requirement.

Farmed Finfish

- Woolworths fin fish will not be sold live.
- All farmed fin fish must be killed using methods that result in rapid and irreversible loss of consciousness.



In conjunction with Woolworths Group animal welfare requirements, **Woolworths New Zealand (trading as Countdown)** also has the below additional requirements for its Own Brand products:

All fresh beef, lamb, pork, poultry, eggs and milk are sourced from approved New Zealand suppliers. Due to global demand for New Zealand beef and lamb, there may be times when we have to source these products from other international suppliers. All Countdown supplying abattoirs must be licensed by the Ministry for Primary Industries, with their representatives performing animal welfare regulation monitoring. Our abattoirs process all of our Ovine, Bovine and Porcine fresh meat.

Chicken

- All Countdown brand fresh chicken must be sourced in line with the Ministry for Primary Industries Code of Welfare for Meat Chickens.
- All Countdown brand ingredient chicken (where chicken is a defined ingredient) must be sourced in line with the Ministry for Primary Industries Code of Welfare for Meat Chickens.
 - For internationally sourced ingredient chicken, the chicken must be certified to an animal welfare standard. This standard must be approved by a Countdown environmental specialist.
- All Countdown Macro Free Range chicken must be certified to a Countdown approved third-party animal welfare standard, e.g. SPCA.

Turkey

- All Countdown brand turkeys must be AsureQuality Animal Welfare Certified or certified to an equivalent standard.
- All Countdown Macro turkeys must be Free Range and AsureQuality Animal Welfare Certified or certified to an equivalent standard.

Pork

- All Countdown brand fresh pork must be free farmed and certified to a Countdown approved third-party animal welfare standard, e.g. SPCA.
- All Countdown Macro fresh pork must be either free-range or organic, certified to a Countdown approved third-party animal welfare or organics standard, e.g. SPCA or organics standard (certified by an Ministry for Primary Industries-recognised third party agency for organic certification).

Countdown Milk

- All Countdown brand milk must meet the Ministry for Primary Industries dairy code of welfare standards. This includes cattle being free from routine tethering and tail docking, as well as minimum legal standards for calf management and any emergency euthanizing.
- Macro Organic Milk must be certified organic to a Countdown approved third-party organics standard and certified by a Ministry for Primary Industries-recognised third-party agency for organic certification.

Red Meat (Beef and Lamb)

- All Countdown fresh New Zealand beef and lamb must be grass fed.
- All suppliers must hold the New Zealand Beef and Lamb 'Quality Mark' or be an approved supplier of equivalent standard.

Eggs

- All Countdown brand whole shell eggs must be cage free by the end of 2022 and certified to our Countdown Industry Standard for Eggs.
- All vendor brand whole shell eggs must be cage free by the end of 2024 in the North Island and by the end of 2025 in the South Island.
- Countdown will work towards all eggs, where this is a defined ingredient, in Countdown brand products being cage free by the end of 2025.

Farmed Finfish

- Countdown finfish will not be sold live.
- All Countdown fresh farmed fin fish must meet the Ministry for Primary Industries codes of welfare standards or be an approved supplier of equivalent standard.



BIG W is a discount department store within the Woolworths Group. BIG W ranges no own brand animal products for human consumption. BIG W is aligned with the Woolworths Group policy and has the below additional requirements for its Own Brand products across apparel, footwear and home products. BIG W does not have any fresh food offerings or animal products for human consumption in Own Brand products except for pet food and confectionery.

- Animal products from slaughtered species must be by-products of the food industry. Products must not be created from animals slaughtered exclusively for their skin, feather or down. Feathers must not come from a live-plucked source.

BIG W is committed to sourcing wool certified to the Responsible Wool Standard (RWS) or an equivalent standard that does not allow mulesed wool, across our own brand apparel, footwear and home products. To achieve this commitment we have set time bound goals.

- By end of 2025 all pure* wool own brand apparel will be RWS certified or equivalent
- By the end of 2030 all own brand apparel, footwear and home products containing pure wool or a blend of wool will be RWS certified or equivalent

*where wool makes up 95%+ of the product fabrication.