

Background

Since signing the Better Chicken Commitment, there has been a changing landscape, which has impacted the food supply chain, ranging from Covid, the Ukraine war to the ongoing effects and consequences of Avian flu.

Despite these challenging scenarios, we recognise the significant importance of animal welfare within our supply-chain ecosystems. We continue to base our policies and approaches off the belief that all sentient beings have the right to freedom from hunger, thirst, discomfort, pain and distress and we are committed to continuously enhancing the welfare standards throughout our supply chain to reflect this.

Recognising that improving farm animal welfare standards is increasingly a collective issue for our industry, Compass Group Plc became a founding member of the Global Coalition for Animal Welfare (GCAW) in 2018. GCAW is the world's first industry-led initiative aimed at advancing animal welfare globally. Compass Group UK & I, signed up to the Better Chicken Commitment in 2019. Coupled with our commitment to achieve a 25% switch from animal protein by 2025, we can ensure that whilst we reduce our chicken consumption, the chicken we do source is of the highest welfare standards.

The below update has followed the reporting structure advice of The Humane League & Compassion in World Farming, and we have chosen to separate out our reporting metrics. 'Fresh' chicken accounts for over 80% of our total purchasing so we see value in focusing our collaborative efforts with those suppliers.

Progress

Since identifying our main suppliers and working with them to understand how best to achieve the individual criteria, we have made significant progress with stocking density requirements and have opened dialogues around all other areas. We aim to release further information with regards to breed in particular, by the end of 2025. Joining the Better Chicken Business Network in January 2025 will help us to streamline strategy around all chicken products & suppliers more easily.

In addition, the BCC framework has supported our improving welfare standards across other species and Foodbuy Group UK&I will be releasing a comprehensive Animal Welfare Policy framework before summer 2025.

Key Metric	2023 Status- (Fresh only)	February 2025 Position- Fresh	February 2025 Position- All	Insights & Challenges
Comply with all EU animal welfare laws and regulations, regardless of the country of production	55%	97%	77%	Over 95% of our Fresh chicken is UK Sourced and we are establishing ever closer links with foreign suppliers to ensure compliance across EU Welfare laws and regulations.
Implement a maximum stocking density of 30kg/m ² or less. Thinning is discouraged and if practiced must be limited to one thin per flock	0%	38%	28%	Our partners at Salisbury Poultry have completed a move to all of their birds to the compliant stocking density. We are now exploring capacity numbers here while working with other suppliers to meet requirements.
Use only BCC-approved breeds that demonstrate higher welfare outcomes: Hubbard Redbro (indoor use only); Hubbard Norfolk Black, JA757, JACY57, 787, 957, or 987, Rambler Ranger, Ranger	0%	0%	0%	This continues to be a challenge for the poultry industry in general. We recognise that this is a crucial aspect of improving chicken farming in its current existence and are taking the following measures to progress: -Joined the BCBN for confidential, pre-competitive collaboration -We are in conversation with hatcheries and suppliers to gauge how we can facilitate cumulative amounts of the BCC breeds into the existing supply chain.

Classic, and Ranger Gold, or other breeds that meet the criteria of the RSPCA Broiler Breed Welfare Assessment Protocol				-We will publish a roadmap detailing our predicted transition towards majority BCC breed purchasing, alongside other welfare policy projects.
Improved environmental standard: At least 50 lux of light including natural light	44%	44%	37%	Current environmental conditions within our supply chain meet Red Tractor standards. We will be including the BCC level environmental standards as part of our general Broiler & Laying Hen welfare policies throughout 2025 & 2026 supplier conversations.
Improved environmental standard: At least two metres of usable perch space, and two pecking substrates, per 1,000 birds	44%	44%	37%	
Improved environmental standard: On air quality, the maximum requirements of Annex 2.3 of the EU broiler directive,	34%	34%	29%	

regardless of stocking density				
Improved environmental standard: no cages or multi-tier systems	44%	44%	37%	
Adopt controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without live inversion	0%	0%	0%	We intend to include CAS timeline analysis with our breed roadmap but want to ensure that animal transport to abattoir isn't long as a result of this slaughter technique.
Demonstrate compliance with all standards via third-party auditing and annual public reporting on progress toward this commitment	44%	44%	37%	We have built third party monitoring (alongside CCTV monitoring) into our tender processes & business reviews and will explore utilising our own auditing commission if required.