

COMPASS GROUP UK & IRELAND

# RESPONSIBLE SOURCING OF ANIMAL PRODUCTS

## KEY COMMITMENTS AND ACHIEVEMENTS



Banned White/Milk Veal and Foie Gras, also Farmed Octopus, Deer and Rabbits



Tinned tuna sourced using pole and line, trolling and handline (hook and lines) methods only to minimise risk of bycatch since 2022



Removed MCS 'Good Fish Guide' 4 and 5 rated fish and seafood products since 2021



No prawns or shrimp are sourced from females that have suffered eye ablation



First foodservice company to meet 30kg sqm stocking density with our main chicken supplier



All soya based animal feed covered by RTRS sustainable soy credits since 2021



No routine euthanasia of calves in milk supply chain



Maintain 100% UK eggs cage free (shell and liquid) commitment

## OUR ETHOS

The welfare of all animals within our supply chain is an integral part of our responsible sourcing strategy. We strongly believe that all sentient beings share common rights. We have updated our policy to reflect the 'Five Domains' framework showing that good animal welfare can be achieved by:

- 1. Nutrition:** providing suitable food and water of sufficient quality and quantity.
- 2. Environment:** providing a comfortable environment including appropriate housing and shelter, sufficient space, appropriate lighting, and features to ensure physical, thermal, auditory, and respiratory comfort.
- 3. Health:** providing a good physical environment, prompt veterinary care, and choosing healthy robust breeds.
- 4. Behavioural Interactions:** providing a varied and stimulating environment which fulfils the animals' needs and allows the performance of species- and situation appropriate behavioural responses. Providing a social environment which minimises negative interactions and promotes positive social interactions with specifics and humans.
- 5. Mental State:** The emotion or subjective experience of the animal in response to changes in Domains 1-4.

All suppliers currently abide by the Five Freedoms and we will be adopting the principles of the Five Domains in 2026.

We are taking a new approach to animal welfare and we are looking to go further by increasing animal welfare across all of the products we buy. Collaborating with Compassion in World Farming, an organisation aiming to create sustainable food systems that benefit animals, people, and the planet, allows us to bring very specific expertise to each species group and will form the basis of how we engage suppliers, existing and new, in expected practices. We are also using the [Sourcing Better framework](#), to inform our Compass animal welfare policy framework.

Along with Compass Group PLC, we will continue to engage with other groups such as Global Coalition for Animal Welfare (GCAW), and beyond, to ensure that we are contributing to the conversation on animal welfare.

## OUR STANDARDS

### WE BELIEVE THAT CLOSE CONFINEMENT FOR FARM ANIMALS SHOULD BE AVOIDED.

- Our suppliers' stocking densities comply with the EU guidance for farmed animals.
- **Pigs:** Our pig products are sourced from the EU where sow stalls are only used for a maximum of 4 weeks post service.
- **Chicken:** Chicken from our main fresh supplier (approx 40% of our spend) is sourced from suppliers who are managing the stocking density to 30kg/m<sup>2</sup> as outlined in the Better Chicken Commitment.
- Only cage-free eggs are purchased (liquid and shell).

#### Marine animals

- Beginning with crustaceans, we will begin to set standards around stocking density for fish and seafood products following the release of best practice guidance from Seafish, the Shellfish Association of Great Britain (SAGB) and the industry-led Crab and Lobster Management Group (CMG)

#### Banned animal products are:

- **Farmed octopus:** We are committing to never sourcing farmed octopus, and will re-assess our policy around wild sourcing if Octopus returns to MCS 1-3 rating
- **White/Milk veal:** We will source only rosé veal to avoid individual crating systems
- **Foie Gras** is not permitted.
- **Farmed deer:** As Venison increasingly becomes part of a sustainable protein strategy, we commit to only sourcing from overpopulated UK & I landscapes. Fully wild is preferred with Park/Estate deer permitted but never intensive farming.
- **Rabbit:** While use of cages is still pertinent, we are pausing sourcing Rabbits until we can find a suitable wild supply.

### WE BELIEVE THAT FARM ANIMALS SHOULD BE PROVIDED WITH ADEQUATE ENVIRONMENTAL ENRICHMENT.

- **General:** Against the use of cages for any animal product production.
- **Chicken:** We have reached 37% compliance on lighting, perch space and 29% on air quality and stocking density. We are working with our suppliers to continue to increase compliance in these areas.
- **Cows:** No tethering or individual pens
  - Group housing in small stable groups (2-7 calves) or with the dam from birth
- **Fish:** Designed to mimic natural environment
- **Pigs:** At least 1m<sup>2</sup> up to 100kg weight with complex, edible structure (such as straw) always available. Support the phasing out of farrowing crates.

### WE BELIEVE THAT THE ROUTINE PROPHYLACTIC USE OF ANTIBIOTICS MUST BE AVOIDED.

- Whilst antibiotics are an important element of human and animal medicine our approach is to encourage our producers to optimise welfare, health, hygiene, husbandry and biosecurity of animals. Prophylactic use of antibiotics is discouraged in our supply chain. Antibiotics are only used when needed and documented in the veterinary health plan.
- We held our first supplier workshop on the topic in March 2023 with support from Alliance to Save our Antibiotics and encourage our suppliers to set firm targets on antibiotic usage, including the banning of routine usage and usage of highest-priority critically important antibiotics for human health.
- Please see our full antibiotics policy [here](#).

### WE RECOGNISE THAT CURRENT COMMERCIAL PRODUCTION SYSTEMS DO NOT ALLOW EVERY ANIMAL TO REMAIN ENTIRE AND INTACT BUT WE BELIEVE THAT ROUTINE MUTILATION SHOULD BE AVOIDED.

- We are working with our suppliers to evaluate the incidence of routine procedures such as tail docking, dehorning and beak trimming, with a view to eliminating their use.
- No **prawns or shrimp** are sourced from females that have suffered eye ablation.
- Although claw nicking of crabs generally takes place upon capture at sea, we are working with suppliers to understand how this practice can be avoided.

### WE RECOGNISE THAT THE TRANSPORTATION OF LIVESTOCK IS A NECESSARY PART OF CURRENT PRODUCTION METHODS AND THAT IT CAN BE A STRESSFUL EXPERIENCE FOR FARM ANIMALS.

- For these reasons, we believe in keeping transport times to a minimum, never more than 8 hours.

### WE BELIEVE THAT ANIMALS SHOULD BE HUMANELY STUNNED PRIOR TO SLAUGHTER.

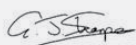
- We believe that all farm animals should be humanely stunned before slaughter. Where specific sourcing requirements regarding religious diets arise; we procure from suppliers holding the appropriate certifications for the faith but does not compromise product safety, legality or quality. Client waivers must also be in place
- **Cows:** Routine euthanasia of calves in our milk supply chain is not permitted, instead farmers must have a breeding policy to manage their replacement rates.
- **Marine Animals:** We are acting to implement a ban on live boiling across sites

### WE BELIEVE THAT ANIMAL PRODUCTS SHOULD BE SOURCED IN A WAY THAT IS RESPECTFUL OF THE ENVIRONMENT

- We are committed to only sourcing products with the lowest risk of bycatch and habitat damage and align our purchasing with MCS' Good Fish Guide, selecting 1-3 rated products only.
- **Tinned tuna** sourced using pole and line, trolling and handline (hook and lines) methods only to minimise risk of bycatch since 2022.
- All soya based animal feed covered by RTRS sustainable soy credits since 2021 as a first step in our pursuit of deforestation-free soy

### NEXT STEPS TO KEEP IMPROVING OUR ANIMAL WELFARE STANDARDS

We are working with Compassion in World Farming on a review of our supply chain by species, which will inform our animal welfare strategy moving forward. We are looking at opportunities to continually improve and enhance animal welfare and will report on our progress.



**Gareth Sharpe**  
CEO, Foodbuy Group

