

Farm Animal Health and Welfare Report

2019/20



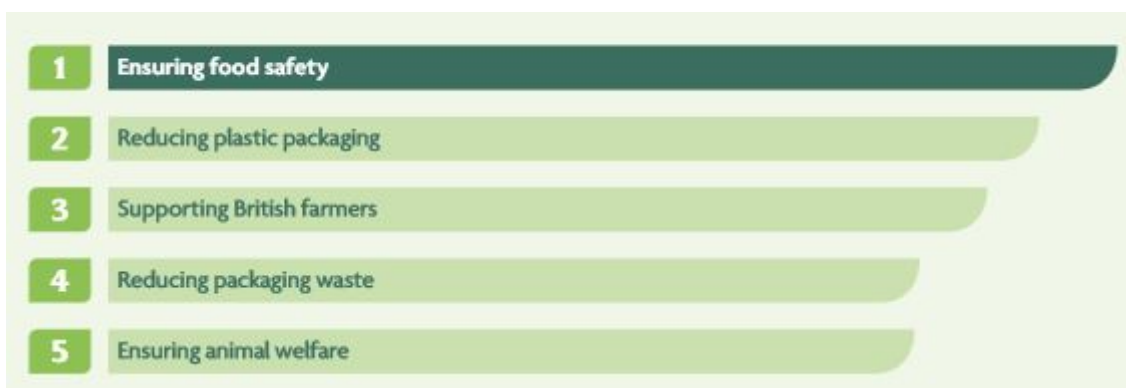
Morrisons

Since 1899

Introduction

At Morrisons, we are the only UK retailer to have our own livestock buyers sourcing animals directly from over 2,700 British farmers, some of whom have been supplying us for over 30 years. Uniquely, we own our own abattoirs, located in Turriff (Aberdeenshire), Spalding (Lincolnshire) and Colne (Lancashire) and manufacture the majority of our own fresh food in 18 manufacturing sites and 498 stores, including bakery, seafood, meat, fruit & veg, flowers and chilled processed products.

Our Corporate Responsibility report from 2019/20 demonstrates that sourcing well, securing British supply and maintaining high standards of farm animal health and welfare remain important issues for customers; they all make good business sense. Animal welfare remains a key area of interest, staying within the top 5 of the most important issues considered by the 4,000 shoppers surveyed. In sourcing such a high percentage of British food - all of our fresh meat, milk and eggs are British - we are supporting the high standards of welfare that lie at the heart of British farming. We work closely with our farmers and suppliers across our whole supply chain to raise farm animal health and welfare standards, and satisfy our customers' need for great food at an affordable price.



(Results taken from our Corporate Responsibility Report 2019/20)





Contents

Our Approach ----- 3

Morrisons Key Commitments ----- 5

Morrisons Welfare and Governance Policies ----- 6

Species Specific Policies ----- 14

Welfare Outcomes and Key Performance Indicators 2019/20 ----- 22

Species Specific Outcomes ----- 26

Welfare Policy Compliance ----- 32

Projects, Trials and Initiatives ----- 35

Our Approach

We are committed to continually improving the standards and reporting of animal health and welfare in our own supply chain and through our third party suppliers. Our animal health and welfare policies build on the 'Five Freedoms' established by the Farm Animal Welfare Council in 1979 as their foundation.



Building from this, we acknowledge farm animals as sentient beings, and as such, welfare standards should encompass not only physical health and wellbeing, but also mental wellbeing, and the ability to express species specific behaviours. We support the concept that farm animals should therefore also have the “Freedom to undergo positive experiences” and have a zero tolerance approach to breaches in animal welfare standards. Adherence to animal welfare standards form part of own brand supplier contracts.

As a vertically integrated retailer, buying directly from farms and manufacturing most of the food we sell, animal welfare is a key part of our overall agricultural programme for the business.

We have governance systems and a range of activities to help manage animal health and welfare.

- We have a dedicated team to monitor, develop and manage farm animal welfare standards including our Head of Agriculture, and colleagues working on farm development, livestock and technical standards in our own integrated meat and eggs businesses (Woodhead Brothers and Chippindale Foods).
- Our Head of Agriculture reports into the Group Corporate Services Director, who in turn reports to the Morrisons' Executive Board. Animal welfare is also a regular agenda point in our CCR reporting to the plc Board.
- We have clear health and welfare targets for each of the sectors we look after, namely; pork, chicken, turkey, beef, lamb, dairy, farmed finfish and eggs. We measure, monitor and manage these animal welfare measures with any noted deviations from our standards being followed by the relevant livestock colleagues to ensure improvements are made.
- We benchmark and anonymously share standards against national and business targets, and react to any issues that may be flagged as required. Our suppliers and farms provide us with the data for their Key Welfare Indicators on a monthly basis to give us regular and clear visibility of animal welfare.
- We work with vets, nutritionists, universities, auditors and farmers to consider and develop projects and learning to improve farm animal health and welfare standards. We have farmer and producer groups who meet to compare welfare outcomes and discuss practical and applied research and training programmes for implementation.

- We support and work closely with key industry associations including the NFU, NPA, AHDB, RSPCA Assured, CiWF and Red Tractor to ensure that we are always doing everything we can to improve and maintain welfare standards across our business.

Within this report you will find our key animal welfare policies - both general and species specific - along with results from our monitoring of Key Welfare Indicators (KWIs) for the current year, compared where possible to data from previous years.

Our recent improvements in governance and reporting on animal health and welfare have been recognised by our rise to Tier 2 in the Business Benchmark on Farm Animal Welfare (BBFAW) Report in 2018, which we maintained in 2019. We were also awarded Retailer of the Year at the Food and Farming Industry Awards 2018, and recognised by Compassion in World Farming through being awarded the Good Egg Award in the same year. In 2019, we were awarded with Compassion In World Farming's new 'Sustainable Food and Farming Award' for our bee-friendly biodiversity work with our egg suppliers, and in 2020 Compassion in World Farming awarded us the Good Calf Award for our commitment that all our dairy beef will be raised to higher welfare standards by 2025.



Morrisons Key Commitments

Note on policy scope:

Unless otherwise stated, these policies apply to our own label products (fresh, frozen, processed and ingredient). They do not apply to brands owned by third party suppliers and sold into multiple retailers.

Own brand products account for 98% of our entire sales volume in fresh meat, 2% are branded products. We do not source or sell own brand rabbit, goose, horse meat, goats, guinea fowl or quail.

We do not accept genetically modified material, milk, meat or fish from cloned animals, the offspring of cloned animals, or from animals derived from the embryos or semen of cloned animals



We have never conducted or commissioned testing on animals. All our own brand personal care and cosmetic products are certified 'not tested on animals' by the Cruelty Free International Humane Cosmetics Standard

Any meat coming into own brand products for retail or manufacture is assured to an independently audited standard through our Farm Animal Assurance standards policy. This covers animals from UK, EU and non-EU countries.

We adhere to EU regulations and British Red Tractor standards on close confinement. Our policy covers animals from UK, EU and non-EU countries, and we have strict requirements to avoid animals produced in systems using sow stalls, single penning, battery cages, tethering, veal crates and force feeding

All growth promotants (hormonal, non-hormonal and antibiotic) are prohibited across all farms supplying meat and fish for own brand products

We do not permit the castration, routine teeth clipping or routine tail docking of pigs. However, this can be conducted under specific veterinary direction. Mulesing is also prohibited in any lamb products

We do not import live animals into the UK for processing in our abattoirs.

All livestock handlers and lairage operators in our plants have a Certificate of Conformance issued by the FSA. 12 month refresher training on welfare is also provided in house. Managers and Senior Technicians receive accredited training for the Welfare of Animals at Killing standards

We require all meat used in own brand products to be stunned in a manner that renders the animal insensible to pain prior to slaughter. End of lay hens are required to be stunned before slaughter, and stunning has also been adopted into our salmon, trout, pangasius, bass and bream supply chains

We have an active programme to address antibiotic use in farming, and promote preventative practices to ensure health conditions are treated proactively, to reduce the need for antibiotics

Morrisons Welfare and Governance Policies

Animal Cloning & Genetic Engineering

We do not accept genetically modified material, or milk or meat from cloned animals or their offspring in any of our own brand products. This includes animals derived from semen or embryos of clones. The fact that we deal directly with farmers, and process the majority of our fresh beef, pork and lamb ourselves, gives us close control over the provenance and quality of our meat. We require our suppliers to sign a declaration with each delivery of cattle and lamb that the animals are neither clones nor the progeny of clones. We also do not accept any GM or cloned fish, including triploid Atlantic salmon which is prohibited due to welfare concerns.

Animal Testing

We have never conducted or commissioned tests on animals.

All of our own brand personal care and cosmetic products are certified as 'not tested on animals' by the Cruelty Free International Humane Cosmetics Standard, symbolised by the Leaping Bunny logo. This rigorous standard stipulates that no animal testing is conducted or commissioned for cosmetic products or ingredients in any phase of product development by Morrisons or our suppliers after a fixed cut-off date. Additionally, we undergo independent audits to ensure that we remain compliant with the criteria of the Leaping Bunny certification scheme, which we are in the process of adding as a logo to more products to communicate this certification on pack.



Antibiotics

When properly used, antibiotics are essential for treating infection in animals, but excessive and inappropriate use of drugs is a problem due to how it drives increased resistance. This is why we have an active programme to address antibiotic use in farming and at all times promote preventative practice to ensure health conditions are treated proactively, so reducing the need for antibiotics.

- No colistin is used in any of our own-brand fresh meat and dairy products.
- No pork in our own-brand fresh supply chain is treated with any antibiotics critically important to human health.
- Farms which supply our fresh meat, fish, dairy and eggs are required to only use critically important antibiotics (as defined by the European Medicines Alliance) as a last resort, if at all.
- Our own brand products are produced from animals that are not routinely receiving antibiotics when they are not needed.

Farms supplying Morrisons with fresh meat, fish, dairy and eggs must monitor and report their antibiotic use. We also work closely with RUMA and are part of the Executive Steering Group for the 'Food Industry Initiative for Antimicrobials' and a member of the BRC's working group on AMR.

Assurance / Audits / Compliance

We have internal processes to ensure that products on our shelves labelled as Red Tractor are fully compliant.

We also ensure that any meat coming into our own brand products for retail or manufacture is assured to an independently audited standard through our Farm Animal Assurance standards policy, which covers animals from UK, EU and non-EU countries or origin. 100% of our own brand fresh pork, lamb and beef is British, and all suppliers are contractually committed to complying with our policies, including animal welfare.

We undertake an annual benchmarking process with an independent auditing body to ensure all the standards in use for both British and imported products (listed below) are still of a satisfactory standard to meet our policies. As a minimum, the standards used on imported products must be at least an equivalent to the UK Red Tractor standard. If a standard is found to no longer meet the requirements of our policy, it is removed from the list of standards we use to source products.

Farm assurance standards in use include:

- Animal Welfare Programme - Good Animal Handling Practices (Bovines) - Uruguay - Beef
- Assured Food Standards (Red Tractor) (UK) - Beef, pork, lamb, dairy, chicken, duck, turkey
- QMS - Quality Meat Scotland - Beef, lamb, pork
- Farm Assured Welsh Lamb (FAWL)
- British Quality Assured Pork (BQAP) - ONLY for pork offal products
- Bord Bia (Rep of Ireland) - Sustainable Beef and Lamb Assurance Standard; Pigmeat Quality Assurance Standard
- QSG - Quality and Safety Guarantee - Pork
- IKB - Integrated Chain Control, Varkens - Pork, chicken
- Beter Leven - Chicken, dairy
- QS - Qualitat und Sicherheit - Pork, Chicken: Tiers I and II only, Duck, Turkey
- Certus - Pork
- Global GAP - Pork, Chicken, Beef, Lamb, Turkey
- Genesis GAP - Chicken, pork, duck
- Interporc Animal Welfare Spain (Bienestar) - Pork
- New Zealand Farm Assurance Programme - Lamb
- RSPCA Assured

100% of our own brand meat, fresh milk and shell egg products are assured to an approved standard of farm animal welfare.

These standards are captured on our product specification system and their compliance assessed by independent auditors at annual supplier visits. Any non-conformances are followed up by our technical team and the supplier in question until a resolution is found. The policy has now been extended this year to include animal welfare standards for milk and eggs in our ingredient, processed and frozen ranges.

Close Confinement

We adhere to EU regulations, and more specifically British Red Tractor standards, that have strict controls on animal confinement. Our farm standards policy covers animals from UK, EU and non-EU country of origin. We have strict requirements in avoiding animals produced in systems which use sow stalls, single penning, battery cages, tethering, veal crates and force feeding.

- **Cattle (dairy and beef):** policy prohibits tethering in all aspects of supply chain. We do not source beef or dairy products from the USA, so there is no use of CAFOs in our supply chain.
- **Chicken:** we offer our customers choice with free range and organic which require higher welfare standards, slower growing birds and more space for animals, stocking <30kg/m². Currently around 5% of the volume sold in our fresh chicken range is organic (1%) or free range (4%). Work is continuing to understand and explore the progress we can make for lowering stocking densities and using slower growing birds in our chicken supply chain (see chicken section).
- **Ducks:** no close confinement in the supply chain.
- **Fish:** Farmed salmon will not exceed the regulatory 25kg/m³ in production, although in practice are often stocked at lower densities than this. Fresh Scottish salmon is sourced to the RSPCA limit of 15kg/m³. Trout may not exceed the RSPCA limit of 60 kg/m³ in fresh water production systems, while salt water systems must not exceed RSPCA limit of 15 kg/m³. Bass and Bream may not exceed 15 kg/m³. Certification requirements assure regulatory, science based or best practice limits are met for other species.
- **Laying hens:** we are 100% free from battery cages. 100% of shell egg is now Free Range and we are moving ingredient egg supply to cage-free (see eggs section). We also advise against the use of combi-cages.
- **Pigs:** all fresh pork is free from close confinement (i.e. the use of sow stalls); we have strict requirements to avoid the use of sow stalls in any meat for our own brand supply.
- **Sheep / lambs:** no close confinement in the supply chain
- **Turkeys:** no close confinement in the supply chain

Growth Promoters

All growth promotants (hormonal, non-hormonal and antibiotic) are prohibited across all farms supplying meat or fish for Morrisons own brand products.

Husbandry Practices

Broilers and laying hens:

We monitor beak trimming in our broilers and laying hens. The majority of broilers going into our chicken are not beak trimmed - please see the results section of this report. Most laying hens are still beak trimmed and this is always conducted in accordance with industry best practice to ensure minimum impact on the overall beak integrity. Organic foods do not undergo beak trimming, which gives our customers a choice.

We support the aim to farm laying hens with their beaks intact through research, training and consultation with our own farmer groups, including projects studying enrichment materials, breed choice and rearing

systems. We are also in contact and discussion with members of the Laying Hen Welfare Forum to share learning where possible. More detail on our enrichment study can be found in the appendices of this report.

Routine surgical procedures:

Our Farm Animal Welfare Standards policy does not permit the castration, routine teeth clipping and routine tail docking of pigs, though in line with Red Tractor guidance, this can be conducted under veterinary direction. We now monitor numbers of pigs with fully intact tails and have projects on environmental enrichment underway to try and offer further best practice guidance on one of the many factors affecting tail biting in pigs.

Our fish policy prohibits fin clipping; we have a small derogation in place for less than 2% of salmon (this still meets legal requirements).

We have a Yearling Beef initiative that promotes the use of bulls in our beef system, providing a practical outlet for farmers that wish to avoid castration. More information on this initiative can be found on our [website](#). Mulesing is prohibited in any lamb products.

Live Import / Export

We do not import any live animals into the UK for processing in our abattoirs or allow exports of animal live animals either.

Our dairy bull calf scheme, established within our farming research programme in 2009, now processes approximately 30,000 dairy bull calves per year, providing additional income for dairy farmers and reducing the appeal for them to cull or to export live animals from the UK.

Lairage

All livestock handlers and lairage operators in our red meat plants have specific training related to their task and will have a Certificate of Conformance (CoC). This is a legal requirement and certificates are issued by the FSA. They also receive in house welfare training with 12 month refresher training. Managers and Senior Technicians have also received additional training through the Bristol University animal welfare course and receive accreditation for the Welfare of Animal at Killing standards (red meat).

Pre-slaughter Stunning

Morrisons policy requires that all meat used in any Morrisons branded product is stunned in a manner that renders the animal insensible to pain prior to slaughter. The number of re-stuns is also recorded, and is shown in the results section of this report under effectiveness of stunning. We also require that all end of lay hens and all cull dairy cows are stunned before slaughter. All pigs within our supply base are gas stunned before slaughter, in line with RSPCA Assured recommendations.

All 'dead on arrival' numbers are monitored and reported for our own brand fresh products, and are available on request for our own brand ingredient products.

In salmon, trout, pangasius, halibut, bass and bream we have also adopted stunning into our supply chains. We source a small number (less than 1% of total range) of lower volume lines (barramundi, tilapia) where best practice stunning is not yet in effect and cold water shock is still applied.

Humane Slaughter

As well as monitoring and managing the welfare of animals in lairage and the training of staff, we monitor the effectiveness of stunning in our own abattoirs (beef, pork and lamb) to ensure that best practice is adhered to at all times and ask suppliers to monitor stunning effectiveness in their own processing facilities. We have also moved to a new target in our own abattoirs of having no more than 2 in every 25 livestock requiring back-up stunning. All plants monitor the effectiveness of stunning through monitoring, measuring and recording the stunning success rates. In all cases, the trained technician looks for signs of recovery and performs a documented check every 30 minutes. We look for 100% compliance, so on the rare occasion that they may detect signs of recovery, CO₂ levels may be adjusted (birds for chicken, pigs for pork), or alternative methods of dispatch are used. This is monitored daily and reported monthly to our Livestock Steering Group.

CO₂ stunning is used for livestock going into pork and chicken audited by the RSPCA Assured Team. We remain open to the outcomes of the DEFRA research into low atmospheric pressure stunning (LAPS); when the research has been concluded, we will be in a position to re-evaluate any stunning methods we use.

CCTV on farm

Our dairy farms supplying us with fresh milk have all been required to have installed CCTV over key areas in the farm to help provide extra governance and insight into animal welfare, staff welfare and farm safety since 2019. Pig farms supplying us with fresh pork are also required to have installed CCTV by 31.12.21 as are the farms supplying us with fresh chicken.

CCTV at Slaughter

Morrisons was the first supermarket to have CCTV cameras installed in abattoirs to reassure the public of good welfare practice at slaughter and high standards of food hygiene. The Government has made this a legal requirement which we fully support.

Our customers want to know that animals are treated well throughout the slaughter process. We believe that having CCTV cameras independently reviewed is a clear way to demonstrate that we have the highest possible standards. CCTV is just one tool that we use to protect animal welfare in our abattoirs. In addition to the more than 80 cameras we have running, our abattoirs are the first in England with staff qualified in the Welfare at the Time of Killing (WATOK) standards.

TB Reactors

We do not accept TB reactor cattle into our supply chain.

Training

Training is an important aspect of our agricultural plan to ensure that colleagues on farm, and in our supply chain have the skills and knowledge they need to operate sustainable businesses.

In 2019-20, training has included:

- health and welfare including on-farm antibiotic use and awareness of the impact of key disease issues (beef, pork and lamb);
- effective calf management including use of pain relief and calves in paired housing (dairy);
- we launched a new apprenticeship and mentoring scheme for farmers in 2019;
- The British Laying Hen Academy; we're proud to be the main partner of Bishop Burton College's 'British Egg Academy' along with 28 other industry companies and organisations. Despite being an industry worth over £1 billion to the UK economy, there is a shortage of people coming into the industry and there is very little training currently available, which is why we have supported the development of the British Egg Academy;
- Morrisons Next Generation programme offers an insight to our manufacturing and retail businesses as well as delivering educational sessions on hot topics and industry drivers. The programme is aimed at young producers that are recognised for being progressive and forward thinking, and after completing our first year, we feel that we have built on the great relationships we have with these suppliers, developed their understanding of our future goals and enhanced their end to end industry awareness.

Labelling

Consumers want to be able to make informed decisions about the food they buy. That's why we provide clear information about where our products are sourced. There are numerous pieces of legislation which apply to the labelling of meat, fish, fresh produce, honey, olive oil and wine. We adhere to all relevant legal requirements on country of origin labelling and in many cases go further, because we know that this information is valued by our customers. For example, we add voluntary country of origin information on products that contain meat, such as ready meals; "produced in the UK from Thai chicken".

We clearly label the country of origin of dairy products like milk, cream, butter, cheese and yogurt. This way, it's easy for customers to be able to identify - and buy - British.

Additionally, our shell eggs packaging designs state clearly what type of housing system they are raised in. We sell milk within our 'Milk for Farmers' and organic ranges labelled as having the freedom to graze.

We also only ever use farm names on products where we can trace the origin of the product back to the actual farm where it was produced. We do not use any images on own brand products which would imply a housing or production system that has not been used.

Marketing and Communications

We are proud of our British heritage and farming links, and work with the industry to help celebrate best practice and the high standards of animal health and welfare in our supply chain. This includes:

- Sponsoring #Farm24 since 2017
- Sponsoring the British Farming Awards
- Sponsors of the Taste of Excellence Awards for British Dairying
- Supporting the BVD Free initiative and requiring all UK dairy farmers to be part of the National Johne's Management Plan



We also work within our store and online communities to improve customer understanding and awareness of farming and animal health, management and welfare. Initiatives here have included:

- The launch of an online space for our 'Milk for Farmers' range including details on how farmers care for their livestock;
- Updates to the [website](#), including videos and case studies of our farmers and their farms, and articles detailing our R&D work into topics such as environmental enrichment
- Case studies on our [blog page](#)
- Running a school and community engagement programme known as 'Adopt a Farm' through our store community champions in partnership with the NFU STEMterprise project.
- Bringing farmers into stores to meet our customers and share their stories

We have also made changes to our online communication so customers have a clear record of our progress in animal health and welfare measures.

Non-Governmental Organisations (NGOs)

We respect and value our relationships with a number of organisations and NGOs to improve the health and welfare of animals and workers in our supply chain. These include:

- Red Tractor
- RSPCA and RSPCA Assured
- Compassion in World Farming
- Responsible Use of Medicines in Agriculture (RUMA)
- The Marine Stewardship Council (MSC)
- WRAP

We also engage with a wide number of stakeholders for a variety of matters relating to livestock and agriculture, including the National Farmers' Union (NFU), the National Pig Association (NPA), the Pig Veterinary Association (PVS), the British Veterinary Poultry Association (BVPA), the British Cattle Veterinary Association (BCVA), the Sheep Veterinary Society (SVS), the Cattle Health and Welfare Group (CHAWG) and the Agriculture and Horticulture Development Board (AHDB). We are also members of numerous technical committees for the BRC and IGD and work closely with Red Tractor.

Research and Development

Since the launch of our Farming Programme in 2009, we have worked with academic institutions and agricultural colleges, along with sector experts, to deliver practical research and best practice guidance which we have shared with our supplying farmers. This has included:

- Recommendations on environmental enrichment for pigs in indoor housed systems
- Perching and environmental enrichment study (including quantities and benefits) for broilers
- Behaviour and welfare systems for free-range laying hens
- Reviews of free-farrowing systems for pigs
- Housing the dairy cow (with AHDB Dairy)

Ongoing research includes:

- Objective welfare measures for outcomes monitoring - a literature review and pilot study
- Separate environmental enrichment studies (including quantities and benefits) for laying hens and pigs.
- Best practice in rear (laying hens) for keel bone health
- Best practice in rear (calves) for improved productivity in the dairy beef sector
- Vaccination protocols to improve the quality of life of calves in the dairy-beef supply chain

100% of our fresh meat, milk and eggs are British and independently assured to Red Tractor standards.

Red Tractor

100% of the fresh pork, beef, lamb, poultry and milk we sell in our stores is British and certified by Red Tractor, giving customers assurance on food safety, hygiene, animal welfare standards and environmental protection.

In addition to Red Tractor, we also look at other measures to help develop high standards of animal

health and welfare. For example, additional measures are set for all our pork producers to include additional stockmanship, training and management tasks for the health and welfare of their livestock. We have also developed additional standards for dairy beef producers, which were launched in June, effective from August 2020.

Species Specific Environmental Enrichment

As mentioned in 'Our Approach', we acknowledge farm animals as sentient beings, and as such, welfare standards should encompass not only physical health and wellbeing, but also mental wellbeing, and the ability to express species specific behaviours. For this to be possible, environmental enrichment provision therefore needs to specifically cater to the behaviours of each species and be provided in a manner that the animals gain benefit from it being provided. We are working with The University of Leeds to investigate how much environmental enrichment is enough for pigs and why, and have already built into standards

requirements for manipulable materials including wooden posts, sawdust blocks and ropes etc. Each auditor is also required to document whether Pigs are seen to be gaining benefit from the environmental materials in place and if these were marginal, sub-optimal or optimal materials (as defined by AHDB Pork).

We require a minimum of two substrates to be provided for broiler chickens, and in line with the Better Chicken Commitment recommendation, birds in our supply chain already must have access to at least two metres of usable perch space, and two pecking substrates / 1000 birds. We have been champions of environmental enrichment for a long time and published the results of a 12 month study in conjunction with one of our suppliers to assess which environmental enrichment materials give most benefit to the birds and why. Read our report [here](#). Work will continue on this important topic

Being fully aligned with Arla UK 360 in our fresh milk supply we also require that all cattle must have access to some form of enrichment when housed. For example, a loafing area for cattle to express natural social behaviour and cow brushes or a suitable alternative can be used for environmental enrichment.

We fully support the implementation of species specific environmental enrichment across all species, and our progress on providing this is highlighted in the Compliance Reporting section.

Travelling / Transport

Animal welfare is important to our customers and it's important to us. As the UK's only retailer to buy directly from farms and process meat through our own abattoirs and manufacturing facilities, looking after the animals whilst they're being transported from farm to processing is as important as any stage in the chain. We have a Morrisons' policy of requiring animals to travel no longer than eight hours' journey time.

We have ten 'high welfare' transporters approved, which means they are fitted with drinking systems and insulated roofs to keep the livestock as comfortable as possible on their journeys. We have spent around £400,000 on purchasing new and maintaining our current high welfare trailers to ensure our transport standards are very high at all times. All our drivers hold a City and Guilds '*Transport of Animals by Road*' long journeys qualification and are required at each stop they make to ensure that all animals they pick up are healthy and fit to travel.

Depending on the season and time of year, we transport up to 75% of lambs on our own transport, 10-15% of pigs and an average of 30% of the cattle. If farmers choose to have a contractor transport their animals instead, we have rigorous checks to ensure that animal welfare is at the heart of their working practice. All hauliers and drivers entering our sites are subject to checks by our lairage staff. They check the haulier is assured, check the condition of the vehicle and check the driver has the relevant qualifications. Every animal leaving the vehicle is also checked by the on-site vet to ensure that they have travelled safely and without discomfort. When the animals get to us, we have comfortable and well maintained lairage facilities with feed and water available for animals to use as required. We monitor and report travel times for all the animals coming into our fresh food supply including pH level measuring for stress impact as well as observed welfare and stress behaviours.

Species Specific Policies

Beef

100% of our fresh beef is British and produced to Red Tractor standards. Our buyers source cattle directly from breeder / finisher farmers located across the UK. We have known many of the 1,700 farmers we buy from directly for many years, and share details with them on their carcass grading and other key indicators, including cleanliness and health. A good quality, healthy animal demonstrates high commitment to welfare as well.

In 2020 we have introduced new and progressive standards for beef from the dairy herd, which includes welfare outcomes including:

- Cattle seen to be able to express normal behaviours within the building
- Cattle seen with good body condition score
- No lameness or lesions caused by lack of space or comfortable lying areas.
- Clean cattle
- No excessive coughing / respiratory disease

To further help animal health management, we are members of the UK BVD Free initiative and encourage all beef producers to be part of an active BVD eradication scheme. We are also carrying out research and practical training into the factors on farm which affect the eating quality of the meat we buy.

We also monitor beef going into our ingredient and processed products. We have strict requirements avoiding meat from tethered animals. We do not have any product which has been farmed in veal crates.

Chicken

All Morrisons-label Fresh Chicken is 100% British. We work through a small number of UK processors to deliver fresh chicken and our poultry farmers are some of the most efficient, sustainable and welfare conscious in any sector. Each processor works with a number of local farmers in their particular region of the UK and host producer group meetings which we are a part of where possible.

Work into chicken welfare has been going on for a long time; in 2011 we were the first major supermarket to introduce natural lighting into all our chick units following research into chicken behaviour with the University of Bristol. Many farms have installed biomass heating systems to turn chicken manure into heat, while all actively monitor a number of key welfare indicators.

In 2020 we introduced an upgraded standard for welfare in our fresh chicken ranges, which can be viewed [here](#). This very progressive standard focuses on positive behaviour outcomes as well as setting targets for in-house hatching and staff training. We monitor and manage key inputs such as antibiotic use, stocking densities and key welfare indicators including pododermatitis, hock marks, leg culls and mortality rates every month. We benchmark and anonymously share all results among all our suppliers, working together

to consider innovations, research and information needed to support and improve best practice. We are also working to consider the full asks of The Better Chicken Commitment in our chain.

In 2019:

- 100% of male chicks were used from hatch;
- 100% of catching teams have been trained on animal welfare;
- 100% of feed supplied to flocks was milled in the UK, with the majority of suppliers milling their own feed;
- 100% of birds had access to at least three forms of environmental enrichment, namely sawdust bales, perches and pecking objects. Other additional enrichment objects being used include platforms and a variety of pecking objects such as CDs, cables ties, plastic bottles and bottle tops, chains and knotted string;
- 81% of farms had a natural light provision of at least 3%; by September 2020 this will be 100%.

Dairy

100% of our fresh milk is British and supplied by a group of aligned Morrisons farmers from the Arla farmer co-operative. In March 2019, we became the first retailer to commit to the Arla UK 360 farming standards across our entire Arla milk supply, meaning that from 30th September 2019, approximately 170

Arla farmer owners have been directly supported by Morrisons across five key business areas including animal health and welfare, community engagement, environmental management and business resilience.

“100% of our liquid milk comes from cows kept on farms approved to Arla UK 360 standards.”

In addition to Red Tractor standards, we ask all farmers supplying milk to us to monitor and report measures including lameness assessments, mastitis, body condition scoring, cow comfort, cleanliness, culling (including involuntary culling), hair loss and lesion scoring, health recordings, infectious disease occurrence, longevity and antibiotic use. All herds need to be supported by an active veterinary herd health plan which sets targets and action plans for improvements. The data reported by farmers is benchmarked against the group average and fed back to individual farmers. Arla also has full visibility of the data to allow any necessary support and advice to be provided to farmers and help deliver improvements in their performance on these welfare measures.

Additionally, pain relief must be used when carrying out any stockman's tasks such as disbudding, dehorning and castration. Information is also shared to encourage the selection of polled breeds. All Morrisons farms have an active National Johne's Management Plan in place and also have active plans in place to manage BVD, Leptospirosis and Neospora as applicable.

All information is anonymously benchmarked and shared for improvements within the group. Farmers meet twice a year for practical workshops to help share information on key topics, focus on specific welfare topics such as lameness or mastitis and what they can implement on farm to manage these issues, as well as having access to newsletters and a dedicated farmer portal for further knowledge exchange.

We also have very clear guidelines for all our Morrisons' dairy farmers, which states that no healthy calves are to be shot, slaughtered or exported. All calves must be raised as pairs or a larger group from a few days old which is ahead of the 8 weeks of age legal requirement. No individual crates are to be used. We work closely with Buitelaar and Woodheads to ensure our dairy farmers have a market for their dairy bulls.

We have strict requirements in avoiding any animals which have been tethered or tail docked in our own brand fresh, ingredient and processed products.

The milk from our 'Milk for Farmers' range is guaranteed to come from cows that have grazed for at least 120 days every year. Depending on the season, the amount of grazing days available for our cows can extend. In 2019 our cows were grazed for an average of 222 days; we update this result on an annual basis and can be seen on our [website](#).

We monitor the health and welfare of all cows in our dairy supply chain, to ensure their health and welfare meets our standards at all times and that regardless of housing systems, welfare is not compromised.

Dairy Beef

Beef from the dairy herd provides us with lean meat; it's also a much more sustainable way for those dairy herds not using sexed semen to find a market for their dairy bulls and can provide a valuable business opening for new entrants in the beef sector.

We pioneered our dairy bull calf scheme, established within our farming research programme in 2009, which now processes approximately 30,000 dairy bull calves per year. This provides additional income for dairy farmers and reduces the need for them to cull or to export live animals from the UK. We work closely within this supply chain, and are developing a learning programme with them to support contracted farms in key health and welfare measures to improve the quality of life and product of the calves they care for. We are also part of a steering group with the Royal Agriculture University looking at reducing the use of antibiotics in this production system.

Our partnership with Buitelaar recently has seen them awarded with the Good Calf Award in 2019 through Compassion in World Farming and the award for Supply Chain Initiative of the Year (The Grocer, 2018). Our continued work with Buitelaar and Arla has also led to our most recent award from Compassion in World Farming; the Good Calf Award 2020 recognising our commitment for 100% of dairy beef to be sourced from higher welfare farms by 2025. We are continuing this positive work by developing additional farm and animal welfare standards for dairy beef producers in the form of a Bolt On Audit, launched in June 2020.

Our dairy beef initiative has given us the chance to work with Young Farmers groups and local markets to help new entrants. They have been able to establish a business through our youngstock scheme, as we buy the young beef stock for rearing on farm, deducting the initial price they were bought for from their final price at abattoir.

Ducks

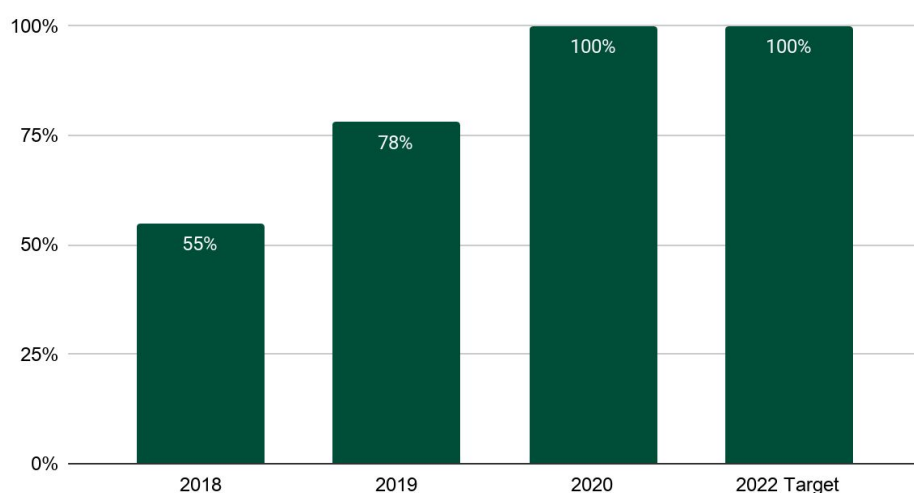
All ducks in own brand fresh supply (processed and ingredient) are raised to Red Tractor standards or equivalent. We do not sell any own brand fresh duck.

Eggs

We care about the eggs we sell, the farms they came from and how the hens that lay them are looked after. That's why 100% of our eggs are produced on British farms certified to British Lion Quality Standards laid down by the Egg Industry Council and 100% of our free-range eggs are RSPCA Assured.

Free Range across the whole range:
100% of shell eggs sold in our stores are from either Free Range or Organic hens.

% of Shell Eggs from Cage Free Systems



As of February 2020, 100% of shell eggs going into stores (both branded and own-brand) are from free range hens, and by 2025, 100% of the egg used in our ingredients and processing will also be from hens who do not live in cages.

Since February 2018, we have owned our own egg packing facility (Chippindale Foods) and

buy the majority of our shell eggs directly from farmers, along with two other family owned businesses, all of whom work closely with groups of local farmers in their local area.

We monitor key welfare measures for the hens who supply the eggs we all enjoy. These measures include feather scores, keel bone assessment, mortality, antibiotic usage, housing type, litter management, enrichment provided (indoor) and ranging (outdoor). We also require that all end of lay hens are stunned before slaughter.

In 2019, 100% of laying hens had access to at least two forms of environmental enrichment, namely perches and pecking objects. Examples of extra enrichment materials provided include haynets, pecking blocks and a variety of other pecking objects including lucerne bales, chains, cable ties, bottle tops, oyster shell and string. 100% of hens had access to either woodland, trees or bushes, with over 55% of producers also introducing trailers, artificial shades or wooden shelters to the external ranging area.

We've been working hard to gather data and understand our position on ingredient egg. A total of 1,124 products at Morrisons include egg as an ingredient, therefore it has been important to fully understand

where we use the most egg in ingredients, and create a strategy by which to move more and more products to using eggs from cage-free systems. As of 11th September 2020, we are able to provide the following details of our ingredient egg usage. These figures will be updated frequently on our [farming website](#) as we keep working across the business towards our 2025 goal of sourcing all ingredient eggs from hens in cage-free systems.

- We have broken the products down into categories, such as products used in our customer Cafes, and in our Food to Go range, and can confirm that a minimum of 536 products use **eggs from cage-free systems, which equates to 57% of products at Morrisons;**
- Each of the 944 products have been identified and assigned to their relevant business categories, which has allowed us to identify the key categories that are in need of the most focus to progress towards being cage-free;
- Across our own manufacturing sites, in 2019, 39% of the eggs used as an ingredient were sourced from hens in cage-free systems. As we manufacture a lot of the food we sell, this contributes a significant proportion of our usage. In 2018, our usage of eggs from cage-free systems was 20%, so in one year this has increased by 19%.

Fish

Whether caught in the wild or farmed, we carefully review the sources of all fish and seafood used in our products, making sure they meet important criteria before entering our products. This process looks at stock levels, fisheries management practices, location of catch, gear types and production systems among many other metrics. Scientific advice, certification against credible third party standards and engagement with NGOs plays an invaluable role in helping shape our approach and helps us identify supply chains operating to industry best practice.

Assuring high operational standards aboard vessels is challenging in part because they spend so much time out at sea. We have long engaged with the fishing sector to help understand their unique circumstances and supported the development of a standard for recognition of high vessel operating practices, led by British industry, the Responsible Fishing Vessel Standard (RFVS). We support adoption of the Responsible Fishing Vessel Standard throughout our supply chains as a system to help vessels demonstrate best practice in:

- Safety, health and welfare of crew
- Care for the environment
- Traceability
- Legality
- Hygiene
- Crew rights (and compliance with the International Labour Organization's C188 Work in Fishing Convention)

Consideration of welfare for fish being processed aboard boats does not yet form part of any mainstream vessel standards. However, it is our ambition for fish welfare to be incorporated as standards develop, once they have wider adoption and as technology develops to enable vessels to safely adopt best practice.

We source more than 10 different farmed species for use in our products, including:

- Atlantic salmon
- Rainbow trout
- Oysters
- Mussels
- Scallops
- Pangasius
- Sea bass
- Sea bream
- Whiteleg shrimp
- Giant tiger prawns
- Halibut

We recognise that fish like other animals are sentient, capable of feeling pain and a range of emotions and see training and knowledge of the care requirements for particular species as essential to the application of good welfare standards at farm. It is a clear requirement in our Policy that all colleagues involved in the management, handling and crowding of fish are trained in welfare standards specific to the particular species. We have also delivered supplementary training for key technical colleagues involved in the sourcing of fish, supported by the North Atlantic Fisheries College.

Third party certification against standards including Aquaculture Stewardship Council, Global Aquaculture Alliance, Best Aquaculture Practices or Global G.A.P. plays a fundamental role in our approach to sourcing farmed seafood and certification is required at farm, hatchery, feedmill and processing site. These standards include the requirement for clearly defined animal health management plans developed in accordance with expert veterinary / professional guidance and outline the approaches taken to disease control, stress mitigation, water quality management and routine health testing.

In addition to third party standards our revised policy for fish and seafood sourcing, launched this year, also now sets limits on a range of farm practices which are integral to fish welfare. These include stocking density, periods for time out of the water essential for grading or treatment and periods for crowding, as well as requiring the welfare needs of any cleaner fish to be specifically accounted for.

In line with our antibiotics policy, we do not advocate any routine prophylactic use of antibiotics. The use of antibiotics identified as critical for human health are specifically prohibited in our policy. Antibiotics should never be used as a substitute for good animal husbandry.

We are committed to working with our suppliers to help understand and support the adoption of best practice in pre-slaughter handling and stunning. Many of our suppliers have already led in this area through the adoption of electro and percussive stunning which is a requirement for all bass, bream, basa, trout and salmon supplied into us and we continue to support and promote the use of stunning for other species as part of continuous improvement.

As well as farms and hatcheries being certified we also aim to have all of the marine ingredients used in our fish feed certified to the International Fishmeal & Fish Oil Organisation (IFFO) standard, helping to ensure a responsible approach for the production of these ingredients. This will help us ensure the feed used in our aquaculture supply chains meets the same high standards of our wild capture policy.

Following a re-launch of our Fish policy in 2020 all farms supplying key fish species (salmon, trout, bass, bream and pangasius) are now required to report monthly welfare outcome measures which include metrics related to mortality, medicines use, disease prevalence and stocking density. This reporting process will also account for the welfare of cleaner fish where they are used within sites. We will therefore be able to report on these figures in next year's report.

Lamb

100% of our fresh lamb is British and produced to Red Tractor standards. Our buyers sourcing sheep have known many of the 1,100 farmers we buy from directly for many years, and feed back details on their carcass grading and other key indicators, including cleanliness and health. A good quality, healthy animal demonstrates high commitment to welfare as well.

We source nearly three quarters of a million lambs from UK farmers each year. Our early season spring lamb usually begins in mid May, with the earliest spring lamb coming mainly from North Wales, where the milder climate allows for early lambing. Our sourcing moves North, and into Scotland as the season progresses.

Developments to the lamb programme have included monitoring antibiotic use, including the removal of routine use.

Pork

100% of our fresh pork is sourced from 101 UK pig suppliers, which have some of the highest standards in Europe and the world. Through Woodheads, we work directly with farmers and producer groups, buying pork to sell in our retail and manufacturing businesses. Many of the farmers we work with have supplied us for generations. We are one of the biggest processors of British pork, with the recent expansion of our Colne site enabling us to process more UK pigs than ever before.

To meet our animal welfare objective of ensuring every animal in our chain is treated with respect and has a good life, we have recently introduced a **zero tolerance** sourcing standard with suppliers to any issues on farm which cause animals undue suffering, pain or distress. We investigate, manage and where necessary, sanction issues arising.

As well as Red Tractor, we have introduced additional measures for the full range of pigs coming into our fresh pork supply including increased monitoring and checking of stock, training of staff and regular body condition scoring of the pigs at key times of life, in the form of a Bolt On Audit. This audit is conducted in the same visit as the Red Tractor audit, and is applicable to all of our fresh pork suppliers. A behaviour management plan is required to help manage and prevent incidences of tail, ear and flank biting and lameness, as is a more thorough application of environmental enrichment materials regardless of housing system, all of which will go towards an intention to stop the need to tail dock pigs. This includes the assessment of enrichment materials for optimal, suboptimal or marginal benefit, ensuring that all pigs

have constant access to at least one enrichment material at all times to satisfy rooting behaviours, regardless of housing system.

The provision of environmental enrichment can also be part of a multi-factorial approach to mitigating the risks of tail biting and the need to therefore tail dock, as well as providing for the pigs' need to forage as a behaviour. We published our own guide for farmers on Environmental Enrichment in 2017. In 2019, we began working on an environmental enrichment study with the University of Leeds to quantify how much and what type of enrichment is required as a compulsory requirement for pigs in our supply chain. The initial literature review was published in Winter 2019, with further work planned to investigate the findings in practical trials (trials postponed in 2020 due to Covid-19). We are also looking to understand other aspects of farm practices that could contribute towards behavioural issues, that may not be related to environmental enrichment, such as stocking density, genetics and overall health status.

Additionally, we have an established network of vets, farmers, academics, and our processing and retail colleagues to work collaboratively on projects.

Turkey

All our fresh turkey is sourced to Red Tractor standards. No desnooding takes place in this chain. The key welfare indicators that are monitored against both industry standards and internal target figures in our turkey production include mortality rates, leg culls, presence of pododermatitis, antibiotic usage, stocking densities and rejects. Our standards also include reward based environmental enrichment, specifically the birds should be provided with sawdust bales and pecking objects.

Welfare Outcomes and Key Performance Indicators 2019/20

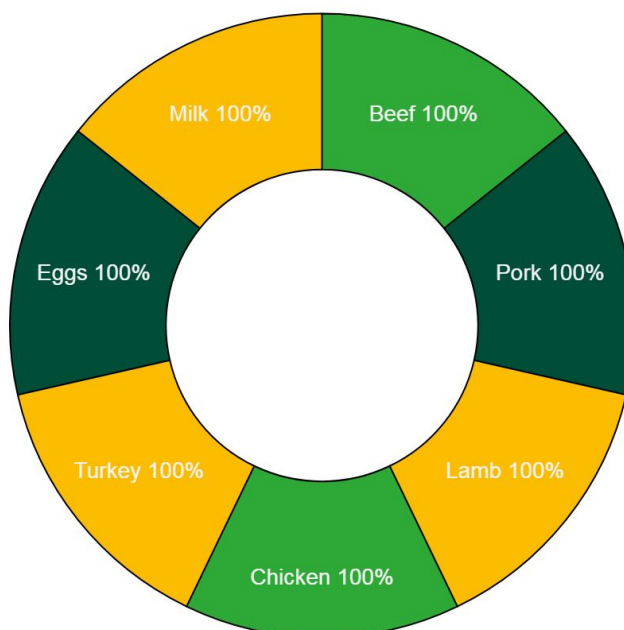
A note on scope: As with our policies, unless otherwise stated, the welfare outcomes outlined below refer to own-brand products.

As a major UK supermarket, we also stock a wide variety of branded products across all categories (ie fresh, processed, frozen). A number of the businesses supplying brands to us are also listed in the Business Benchmark on Animal Welfare, including Arla Foods, 2 Sisters Food Group and Cranswick.

In conjunction with our suppliers we monitor a wide range of key welfare indicators, which are reported to our agriculture team on a monthly basis along with commentary and an action plan around any anomalous figures. This allows us to have clear visibility of the welfare of animals in our own brand supply chain, and means we can react quickly to any concerns regarding those figures. We are striving for continuous improvement in our animal welfare standards, and reporting of these figures is an important part of that process. In addition to the reporting of key welfare indicators, we are working with academic institutions and agricultural colleges, along with sector experts, to deliver practical research and best practice guidance to improve animal welfare standards, which we share with our supplying farmers. Several of our suppliers are also involved in research projects as trial sites for environmental enrichment trials. Initial observations from one of these projects can be found in the appendix.

Livestock Origin and Red Tractor Standards

100% of our fresh beef, pork, lamb, chicken, turkey, eggs and milk in Morrisons own-brand ranges are of British origin, and 100% are therefore reared to at least Red Tractor standards. In the case of pork, we also have an additional bolt-on for higher standards that is assessed at the same time as the Red Tractor audit.



Travel times

Having our own abattoirs, we also look after a lot of the transport to our plants too and have ten 'high welfare' transporters fitted with drinking systems and insulated roofs to keep the livestock as comfortable as possible on their journeys.

The majority of live animal transport in our supply chain from farm to abattoir arrives in under four hours, and the number of animals reaching abattoir in more than 8 hours is decreasing. The below figures refer to journeys made within the UK, as 100% of our own-brand fresh meat products are British. Own brand products account for 98% volume of the entire fresh meat sales in Morrisons.

	2019		
	0 - 4 hours (YoY change)	4 - 8 hours	> 8 hours (YoY change)
Beef	66.84% (+66.84%)	31.28%	1.88% (+0.98%)
Pork	54.16% (+54.16%)	45.66%	0.18% (-4.82%)
Lamb	63.40% (+63.40%)	30.13%	6.47% (+6.47%)
Chicken	100% (no change)	0%	0% (no change)
	2020 (Jan - Jul)		
	0 - 4 hours (YoY change)	4 - 8 hours	> 8 hours (YoY change)
Beef	68.22% (+1.38%)	31.16%	0.63% (-1.25%)
Pork	56.97% (+2.81%)	42.69%	0.34% (+0.16%)
Lamb	59.33% (-4.07%)	33.92%	6.75% (+0.28%)
Chicken	100% (no change)	0%	0% (no change)

Any journey times which take animal transport over our 8 hour policy, whilst still legally compliant, are investigated and reports for improvements made to the Livestock Steering Group. It should also be noted that the provision of higher welfare transport ensures the animals are being looked after during longer journeys. We also monitor injuries, road traffic incidents, noticeable fatigue and any stock dead on arrival, the data for which is illustrated below.

Transportation Incidences

Figures below represent 2019 Road Traffic Accidents and resulting fatalities for our own transport vehicles, while DOAs represent the total figure, including from contractor vehicles.

Note: Due to all transportation of poultry taking place outside our own transport vehicles, we do not have available data on RTAs.

Species	Road Traffic Accidents	Resulting Fatalities	DOAs (Year on Year change)
Beef	0	0	0.001% (No change)
Pork	0	0	0.02% (+0.007%)
Lamb	0	0	0.01% (+0.006%)
Broiler	NA	NA	0.073% (-0.028%)
Turkey	NA	NA	0.073% (+0.017%)

Pre-slaughter Stunning

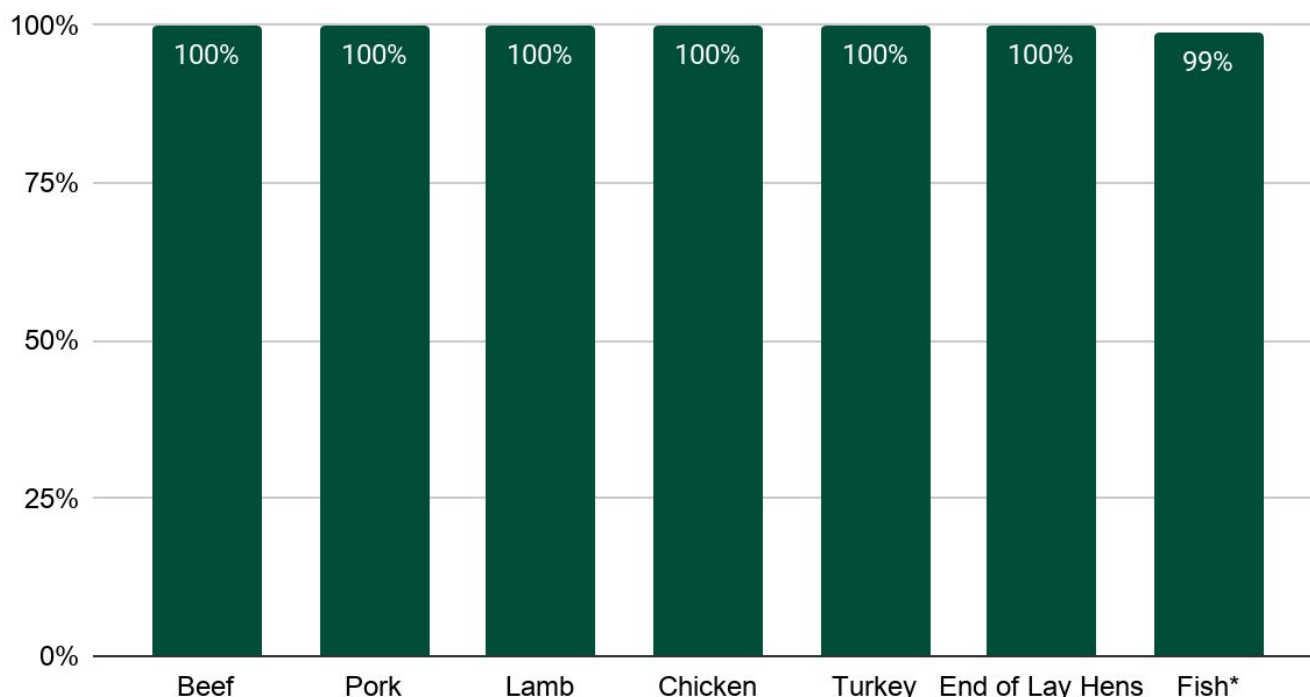
All meat used in any Morrisons branded product is stunned in a manner that renders the animal insensible to pain prior to slaughter. We also require that all end of lay hens are stunned before slaughter.

100% of birds in our chicken supply were stunned pre-slaughter through CO₂ multi-phase: 88% through CO₂ multi-phase, and 22% through electric live inversion stunning. From November 2019, this increased to 100% through CO₂ multi-phase.

100% of pigs within our supply base are gas stunned before slaughter, in line with RSPCA Assured recommendations.

Our abattoirs were the first in England to have staff qualified in the Welfare at the Time of Killing (WATOK) standards.

% of Animals Receiving Pre-Slaughter Stunning



*Figures do not include wild caught fish. 100% of fish are percussive or electrically stunned across our core farmed fish species - bass, bream, pangasius, trout and salmon.

Close Confinement

We adhere to EU regulations, and more specifically British Red Tractor standards, that have strict controls on animal confinement. Our farm standards policy covers animals from UK, EU and non-EU country of origin. We have strict requirements in avoiding animals produced in systems which use sow stalls, single penning, battery cages, tethering, veal crates and force feeding.

Our revised policy for fish and seafood sourcing, launched this year, also now sets limits on a range of farm practices which are integral to fish welfare, including limitations on stocking densities to avoid overcrowding.

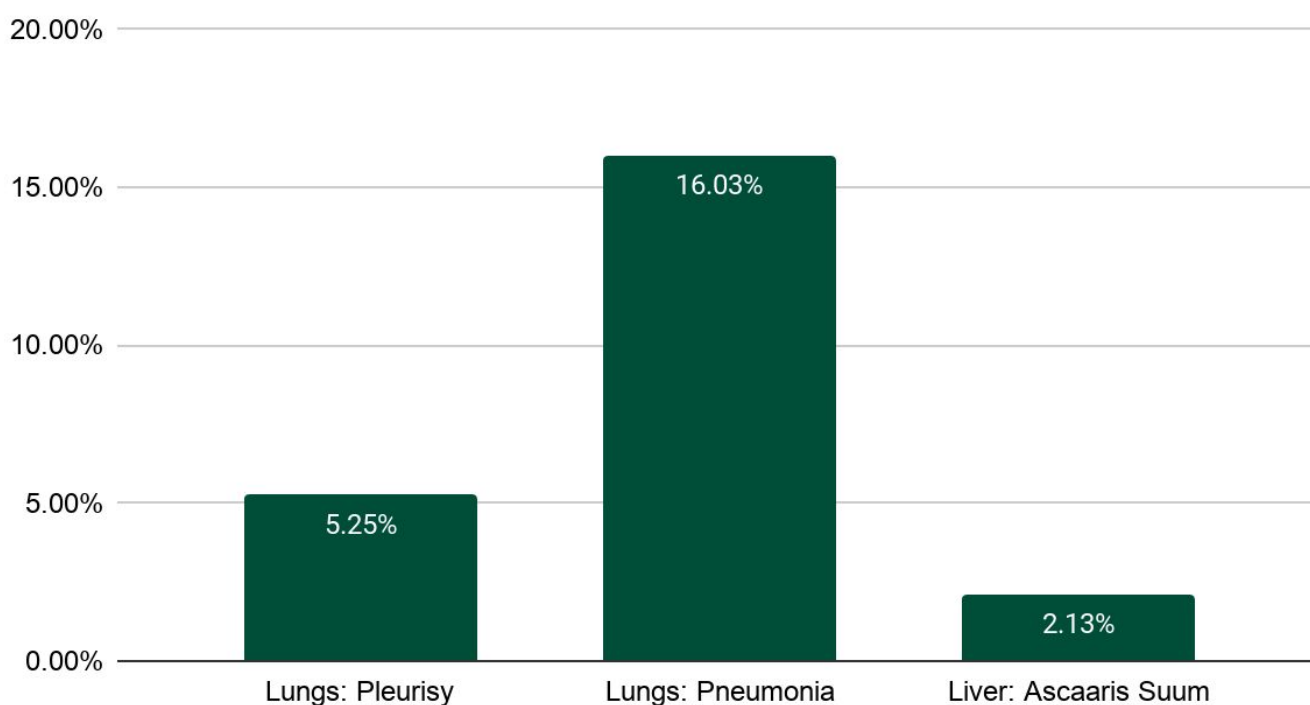
All our fresh British pork is free from close confinement including the use of sow stalls; currently 5.98% of our fresh pork supply is Freedom Foods outdoor bred (approximately 1700 pigs processed per week through Woodheads).

Some sow stalls are still in use for a short time period in continental meats supply; this period of confinement has been greatly reduced in recent years. We are in discussion with our main suppliers to understand how this can be reduced further to zero in due course, and receive regular animal welfare updates with results and key findings from farm audits.

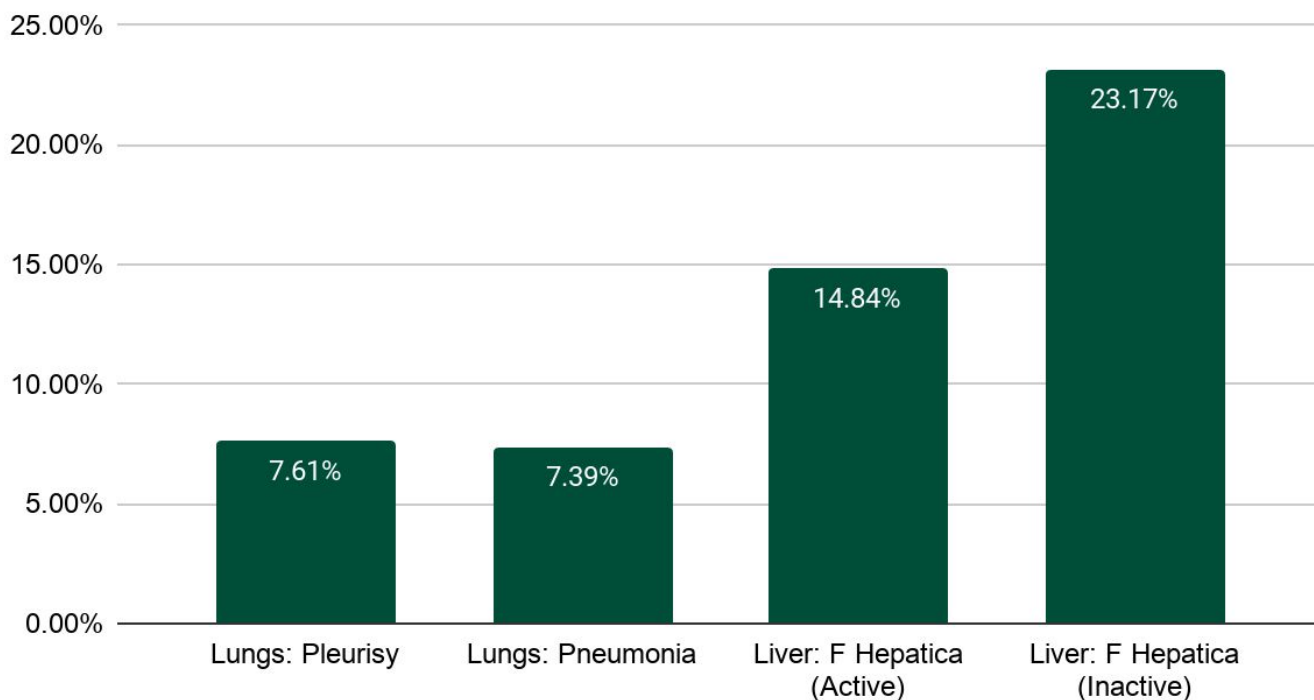
Species Specific Outcomes

Improvements in the technology used in our Woodheads processing sites mean that it is now possible to report on specific welfare indicators through condemnation data recorded in the abattoir, such as percentage presence of pneumonia, pleurisy, and other conditions more specific to each species. The data recorded in the Woodheads system is fed back to the suppliers directly. This gives each supplier specific feedback on the stock they have sent to Woodheads, and allows them to improve on their management at farm level, and therefore their performance in these outcomes.

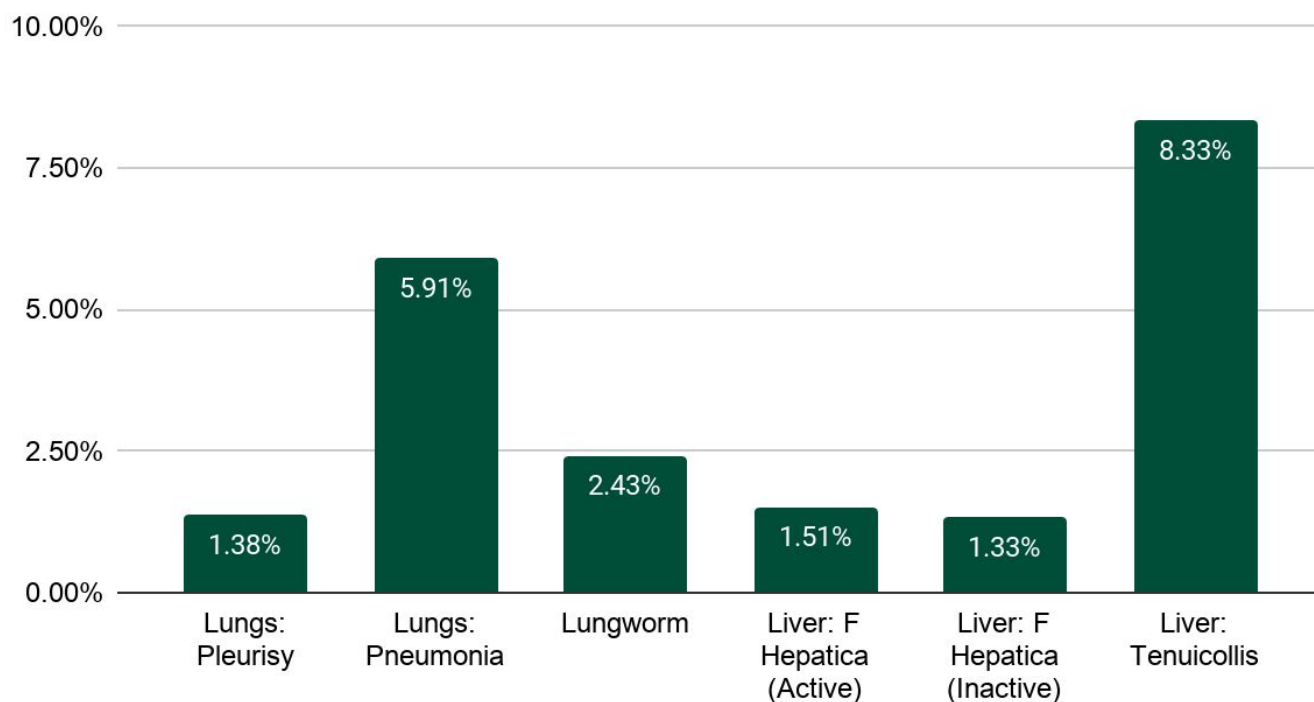
Pork Specific Outcomes; 2019



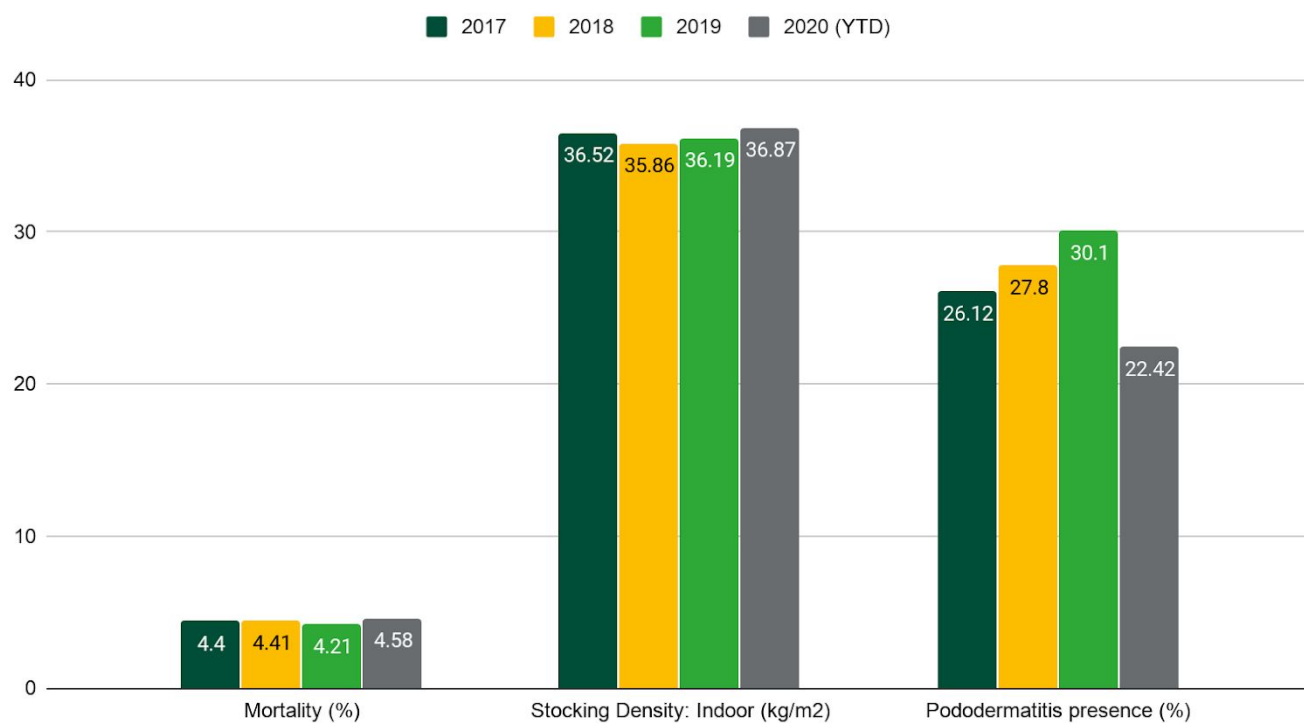
Cattle Specific Outcomes; 2019



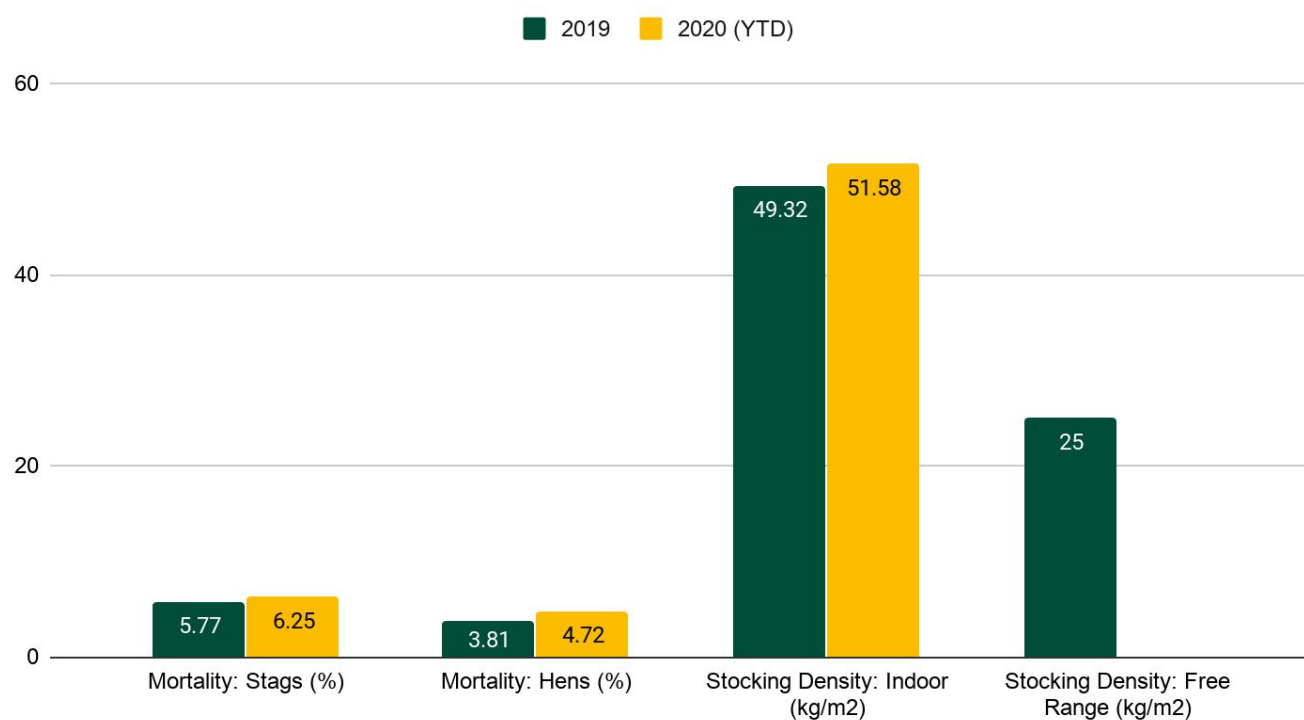
Lamb Specific Outcomes; 2019



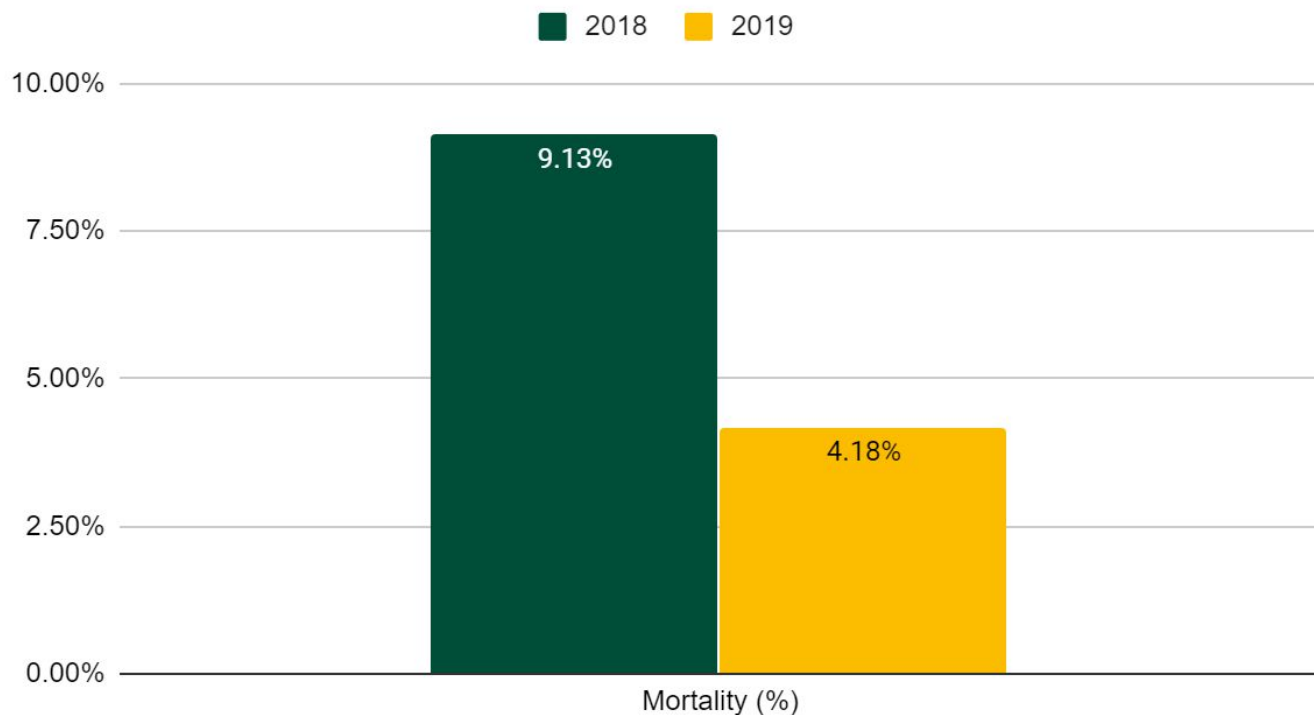
Chicken Specific Outcomes



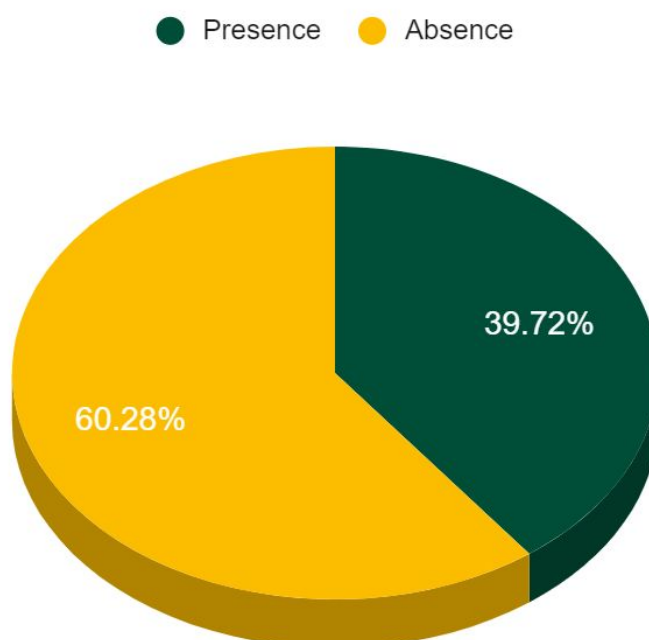
Turkey Specific Outcomes



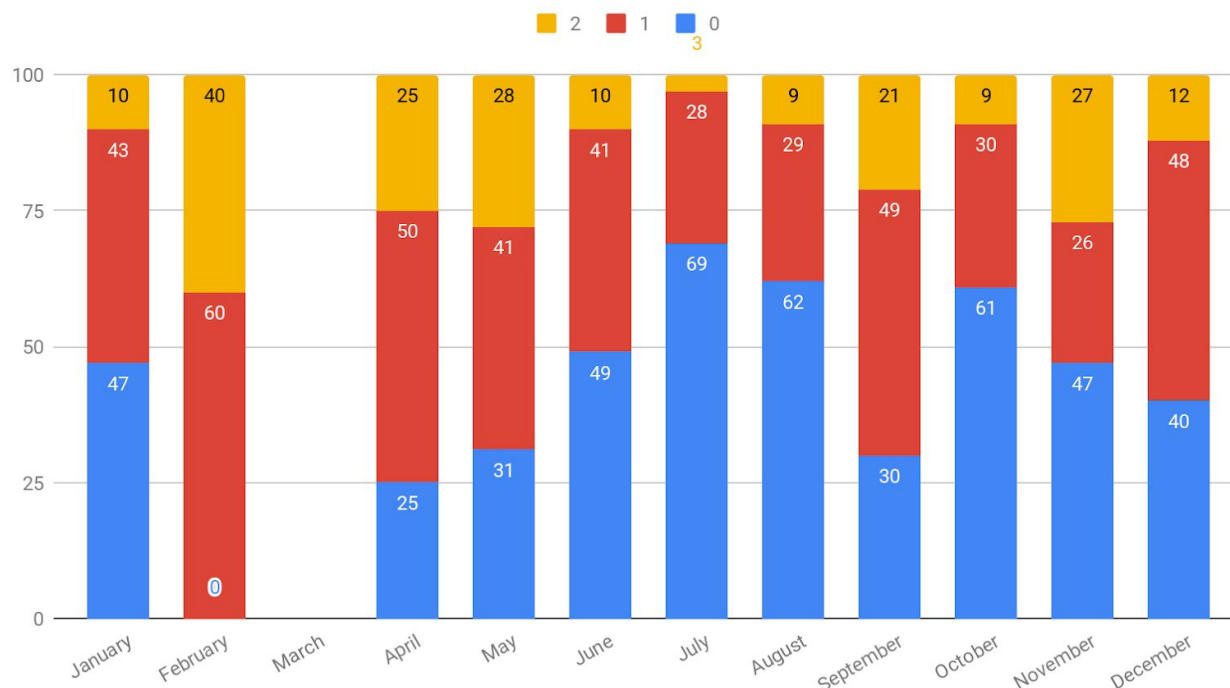
Laying Hen Mortality



Laying Hen Keel Bone Damage in 2019

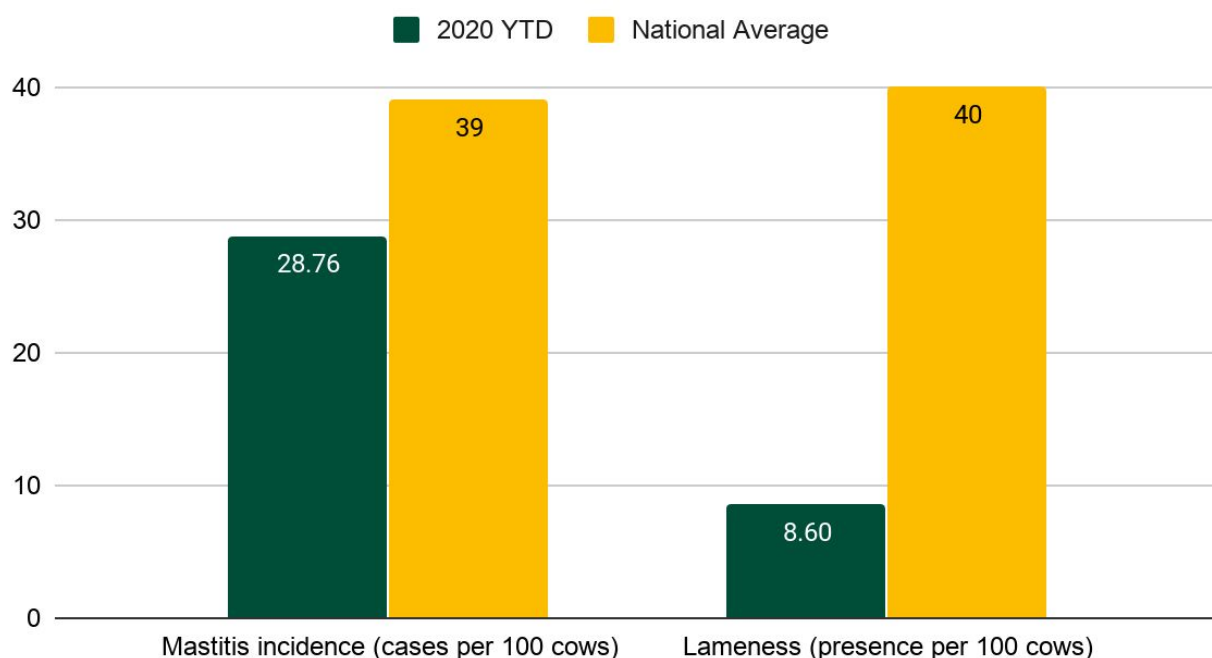


Laying Hen Supply Chain Average: 70 Week Head/Neck Feather Scores 2019



Due to an improved reporting system and process for our dairy suppliers, we are able to present welfare outcome data for the first 6 months of 2020, from January to June. We receive data on a number of health and welfare topics such as mastitis, body condition, lameness and calf mortality. Below are examples of the data we receive for incidence of mastitis and lameness scoring for January to June 2020.

Dairy Cow Specific Outcomes



National average data obtained from Kingshay Dairy Costings Focus Report 2019, [available here](#)

Welfare Policy Compliance

Policy measure	Compliance rate
No animal cloning	100% of our own-brand products comply
No animal testing	100% of our own-brand products comply
Antibiotic use	<p>Chicken: supply base exceeds RUMA target</p> <p>Eggs: supply base meets RUMA target</p> <p>Pork: supply base working to meet RUMA targets; 100% of fresh pork has not received any CIAs since 01.01.2019.</p> <p>Beef: supply base broadly in line with RUMA targets</p> <p>Lamb: supply base below RUMA targets</p> <p>Milk: supply base on track to meet RUMA targets</p> <p>Farmed Fish: we are working to monitor use, and prohibit the use of CIAs</p>
Red tractor assurance	100% of our fresh meat, eggs and dairy is Red Tractor Assured
Other assurance standards	<p>100% of our own brand products for meat are audited to a Morrisons approved farm animal welfare standard.</p> <p>100% of own brand shell egg laying hen farms are RSPCA approved.</p>
Beak trimming	<p>Fresh chicken 2018: 98% fully beaked (i.e. not beak trimmed)</p> <p>Fresh chicken 2019: 100% fully beaked</p> <p>Fresh chicken 2020: 100% fully beaked</p> <p>Shell eggs 2018: 6% fully beaked</p> <p>Shell eggs 2019: 2.77% fully beaked</p> <p>Shell eggs 2020 (YTD): 2.84% fully beaked</p> <p>The decrease in fully beaked hens shown here is due to a slight decrease proportion of Organic birds in our supply chain.</p>
Cage free eggs	<p>Shell egg 2018: 55% cage free</p> <p>Shell egg 2019: 78% cage free</p> <p>Shell egg 2020: 100% cage free (covers Own Brand and Branded ranges, as of 17.02.2020, 2 years ahead of 2022 target)</p> <p>Ingredient egg 2020 (YTD): 57% cage free</p> <p>Ingredient egg 2025 target: 100% cage free</p>
Castration	100% of pigs in our own brand fresh pork are not castrated
CCTV at slaughter	100% of our abattoirs have CCTV installed
Close confinement	<p>100% of fresh pork free from sow stalls</p> <p>100% of shell and ingredient egg free from battery cage production</p> <p>100% of cattle (dairy and beef) free from tethering</p> <p>100% of veal production free from crates</p> <p>100% of animals free from force feeding</p>
Dairy bull calves	100% of healthy dairy bull calves in our fresh milk are not shot on farm.

Environmental Enrichment	<p>Animals that have access to environmental enrichment materials:</p> <p>100% - pigs for own brand pork, both indoor and outdoor</p> <p>100% - broilers for own brand chicken, both indoor and free range</p> <p>100% - laying hens for shell eggs (100% free range)</p> <p>100% - cows for dairy if indoor housed (grazing available on outdoor systems)</p> <p>100% - turkeys for own brand turkey, both indoor and free range</p>
Genetic engineering	100% of our products are free from genetic engineering.
Grazing	<p>2018: Dairy cows grazed for an average of 214 days (approx 30 weeks).</p> <p>2019: Dairy cows grazed for an average of 222 days (approx 31 weeks).</p> <p>2020: This will be reported in December.</p>
Growth promoters	100% of our meat and fish is free from all growth promoters.
Key welfare indicators	All species going into fresh own-brand products have key welfare indicators defined, monitored and measured.
Live imports / exports	No live imports or exports within our chain.
Livestock origin	100% of fresh meat, dairy and shell eggs is British.
Pre-slaughter stunning	<p>100% of our own-brand products are stunned before slaughter. In fresh meat, own brand products account for 98% volume of the fresh products sold in Morrisons, the other 2% being branded.</p> <p>Effectiveness of stunning (100% indicates no re-stunning required):</p> <p>2018: Pork: 100% Lamb: 100% Beef: 99.79%</p> <p>2019: Pork: 99.82% Lamb: 99.80% Beef: 97.91% Chicken: 99.99% Turkey: 99.99%</p> <p>Improvements in recording methodology at our plants has led to the ability to report a more accurate figure for pork and lamb. Stunning effectiveness is reported on a monthly basis to allow a swift reaction to any potential issues; the decrease in effectiveness in our beef processing was thoroughly investigated, and the source of the issue rectified within a 2 week window.</p>
Tail docking	<p>100% of our dairy cows are free from tail docking.</p> <p>We monitor the % of our fresh pork that is sourced from pigs who have not had their tails docked.</p> <p>2018: 20.8% of our fresh pork reported to have been from pigs who did not have tails docked. 5.8% of these were from Freedom Foods farms.</p> <p>2019: 4.88% of our fresh pork was from pigs who did not have tails docked. 2.14% of our overall fresh pork supply came from Freedom Foods pigs.</p>

Projects, Trials and Initiatives

Pig Environmental Enrichment

As part of our R&D focus on environmental enrichment, we've partnered with the University of Leeds to investigate current knowledge of the benefits of environmental enrichment used for pigs, and to identify where there are potential research areas that need further investigation.

The University of Leeds completed a comprehensive review of current and previously published research, looking at over 3,000 published papers to understand what is currently known about environmental enrichment for pigs. They established main conclusions related to straw bedding and toy or object enrichment from the literature review, which are outlined below.

It showed us that there is still much to do in finding out how much enrichment materials pigs should be provided with, when and why.

Some early conclusions suggested that:

1. Providing straw bedding has several benefits. Firstly, at a suitable weight per pig, per day, it can reduce lower leg injuries and can have performance and health benefits to piglets. Several papers suggested that providing chain and hemp ropes help in pig behaviour with an added benefit of an increase in weight after 24 weeks of age.
2. We know that adding multiple enrichment materials can be one of the factors to decrease the occurrence of tail and ear biting, provided that a sufficient amount of each enrichment material is provided. Just how much and of what type of enrichment is still under investigation.

Undoubtedly though, the most positive impact on pig behaviour and welfare is through the staff who care for their livestock, understanding their needs and making sure they look after them to give them as good a life as possible.

We are continuing to work with the University of Leeds to develop on-farm trials to further investigate their initial findings.



Project Podo

Following several constructive conversations with suppliers regarding presence of pododermatitis in turkeys, we decided it would be beneficial to gain a greater understanding of how each supplier managed, recorded and reported pododermatitis. During 2019, each supplier of turkey to Morrisons was visited as part of 'Project Podo', including both farm and factory visits, with the specific aim of understanding the importance of managing pododermatitis in flocks while on farm, and the measuring and reporting of pododermatitis scores once the birds reached factories.

As pododermatitis can be an indication of poor bedding or litter quality, it was important to understand the different types of bedding being used, and the routines in place to manage bedding. The farms visits included walks of both free range and indoor systems, with different breeds of bird and different bedding types.

Project Podo allowed us to gain a greater understanding of the systems being used by different suppliers to ensure pododermatitis is managed well in flocks, and ensure animal welfare is maintained.

Understanding how each supplier records and reports pododermatitis has led to improvements in our interpretation and benchmarking of each supplier's data, allowing more useful feedback to be delivered both internally to our buying team and externally to our suppliers. This in turns enables suppliers to fully understand how they compare against their peers and target work to continue to improve the welfare of the birds in our supply chain.