

Waitrose

Animal welfare at Waitrose

JULY 2018



Welfare outcomes and Key Performance Indicators (KPI's) for Waitrose supply chains

Key Performance Indicators are monitored regularly within all supply chains. This allows trends to be monitored to highlight areas of achievement and improvement. This means the continuous development and progression of welfare, efficiency and sustainable production. Key measures and trends for each supply chain are illustrated on the graphs to follow.

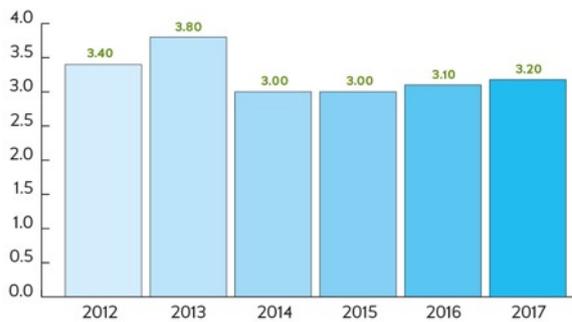
Mortality data

Mortality rate represents the proportion of livestock that die for reasons such as; disease, accidents, injuries or unexplained causes. The complex interaction of these factors means that mortality will inevitably fluctuate between seasons. This is displayed in the graphs below as a percentage (%) of the total livestock population at one or more stages of the livestock lifecycle.

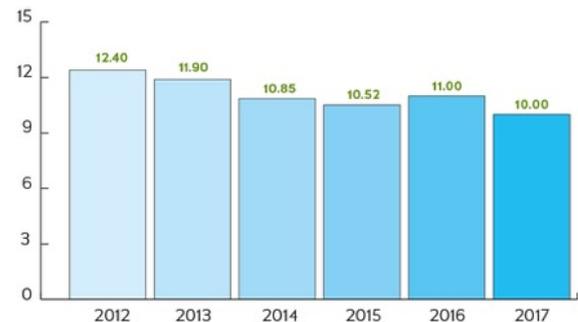
All of our farmers aim to minimise premature mortality in their livestock. This begins by giving all livestock the best possible start in life with consideration of the livestock environment, the provision of appropriate feed and clean drinking water. Our farmers take great pride in their approach ensuring high husbandry standards are maintained. This is achieved through regular monitoring of the livestock, staff training and visits with their veterinary advisors. A wide range of issues are considered during the completion of our bespoke responsible animal health plans.

All of these considerations help to minimise incidence of mortality. Most of our supply chains show decreasing or stable levels of livestock mortality.

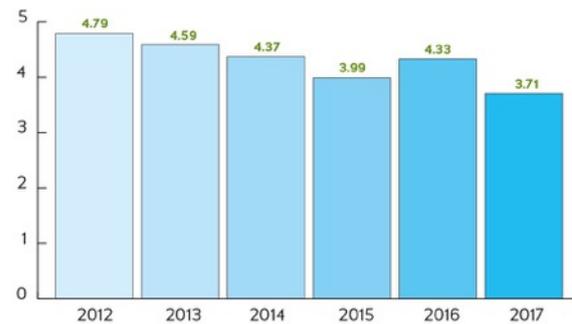
Ewe mortality (%)



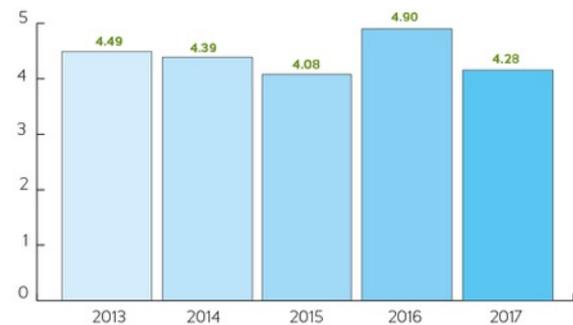
UK Pig pre-weaning mortality (%)



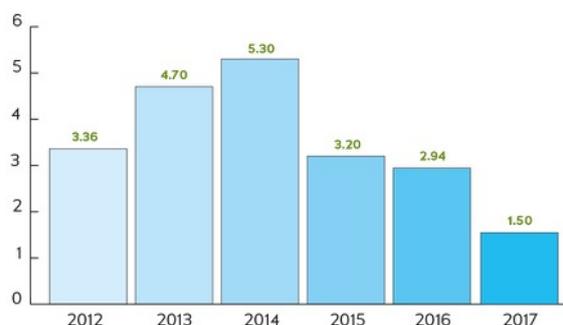
UK Pig post-weaning mortality (%)



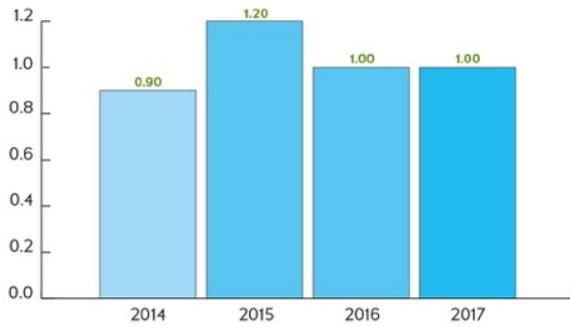
Duck mortality % (per crop)



Beef mortality (%)

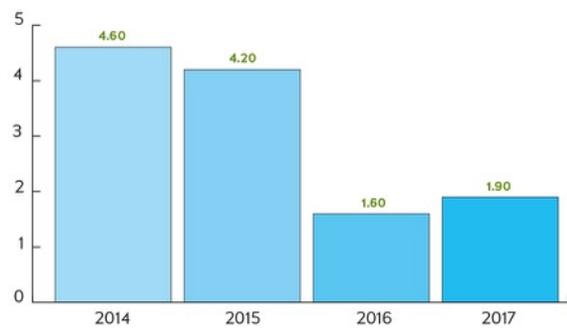


Veal mortality (%)

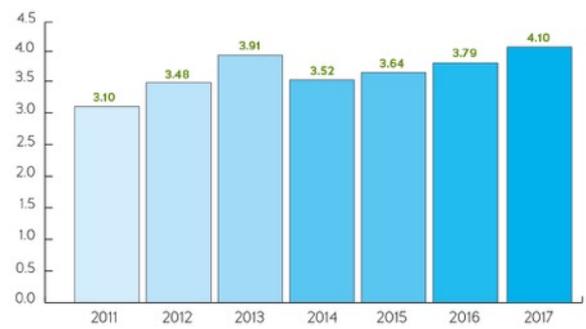


Chicken: Our first week mortality remains stable between 1.17% and 1.65%, but is slightly increased year on year. Considering the major reduction in antibiotic use through 2014-2017 we anticipated a slight increase in mortality on farm.

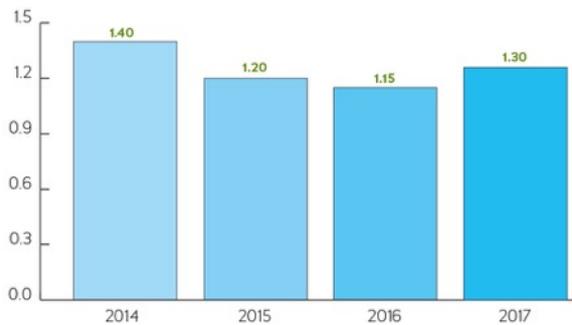
Venison mortality (%)



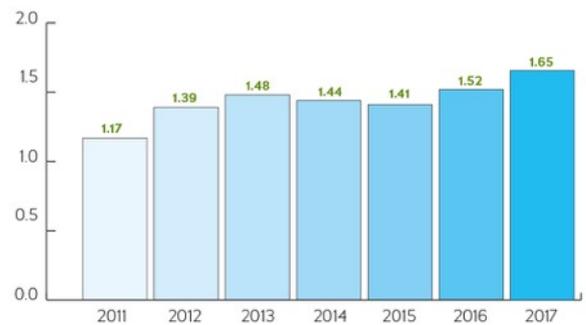
Chicken mortality (%)



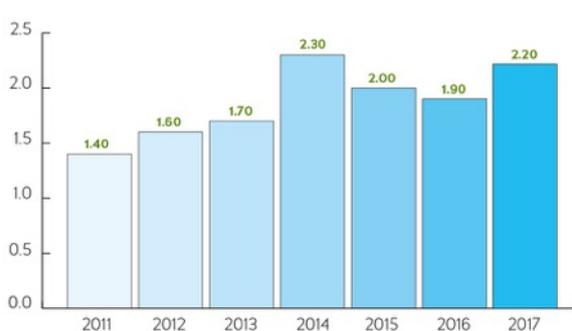
Organic dairy mortality (%)



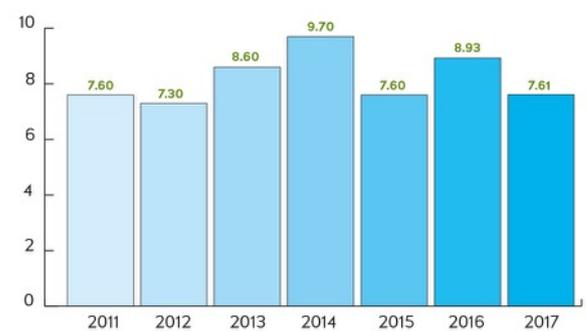
Chicken first week mortality (%)



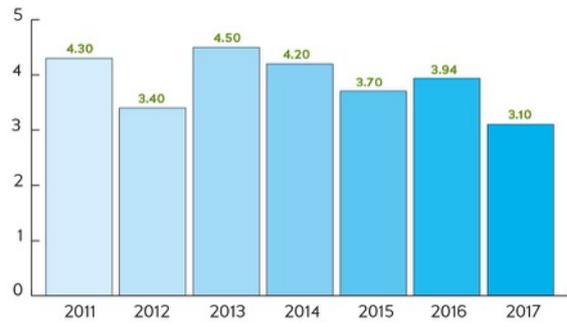
Conventional dairy mortality (%)



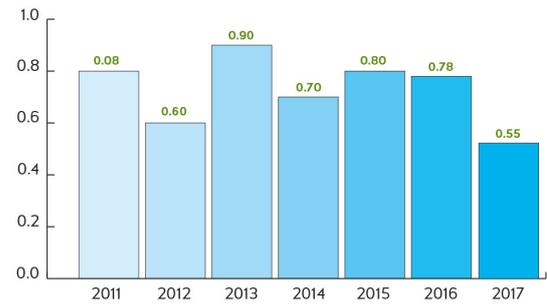
Laying hens mortality (%)



Turkey mortality (%)



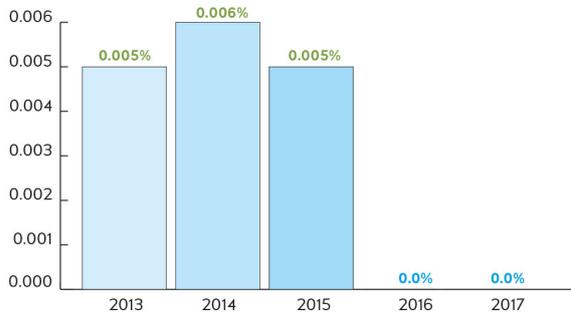
Turkey first week mortality (%)



Transport data

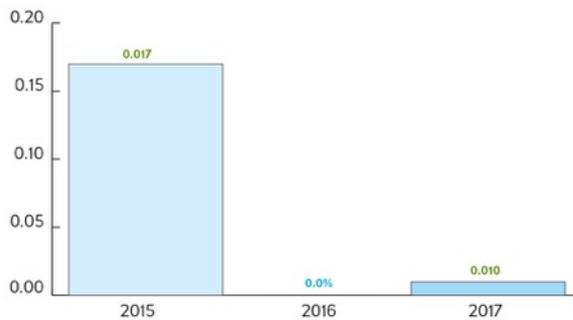
It is important to monitor transport data to ensure that transport times to slaughter are as short as possible to minimise stress on livestock. Cases where livestock do not survive a journey are recorded as Dead on Arrival (DOA); this could be due to a traffic accident or other cause. DOAs are rare, and all incidents are investigated. The number of loads hauled indicates how many lorry loads each sector has sent for processing during the year. Livestock are transported in accordance with legal requirements which ensures the animals have enough space and enrichment to protect their welfare. Stocking densities are monitored and adjusted as necessary. Livestock are only transported if they are fit to travel the journey. Ventilation is provided and altered for varying weather conditions. All livestock hauliers are approved and licensed by farm assurance schemes and drivers have completed animal welfare training.

Beef D.O.A (%)

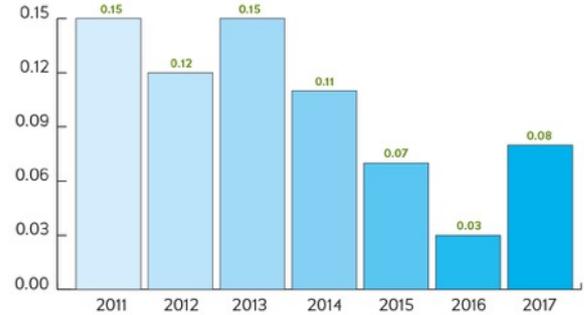


Chicken: On occasions, some chickens do not survive the journey successfully. A slight increase in dead on arrivals can be seen in 2017, but these levels are still minimal and less than 0.01%.

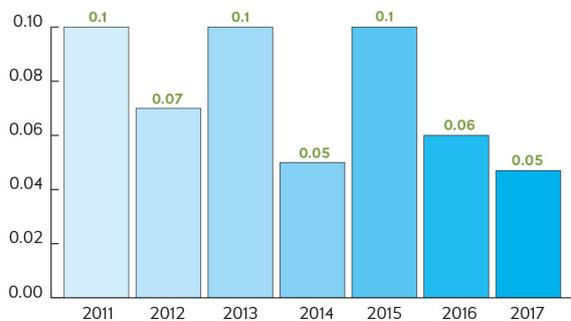
UK Pigs D.O.A (%)



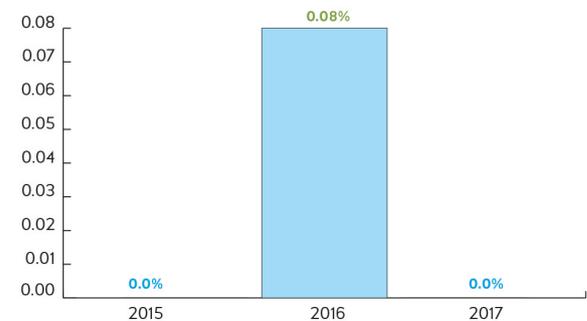
Chicken D.O.A (%)



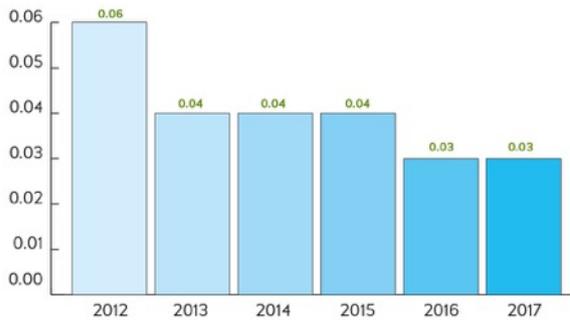
Turkey D.O.A (%)



UK Lamb D.O.A. (%)

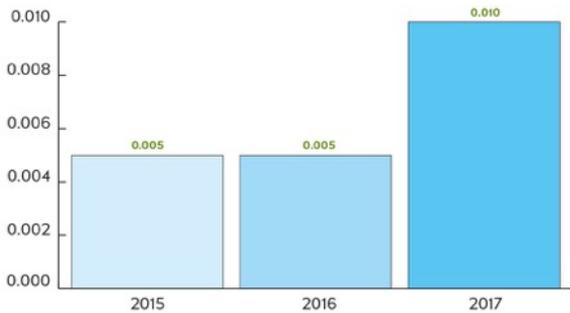


Duck D.O.A. (%)



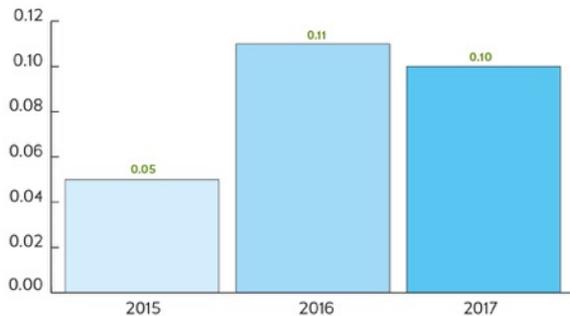
NZ Lamb: Farmers, Livestock Representatives and Transport operators all assess the fitness of livestock for transport before selection and loading. In addition, a 'fitness for transport' app is used to assess the fitness for transport of animals. The NZ Farm Assurance Programme (NZFAP) audits by AsureQuality have an audit element on preparation/fitness for transport. DOA equates to 0.007% of the kill over the past 2 years.

New Zealand Lamb D.O.A (%)



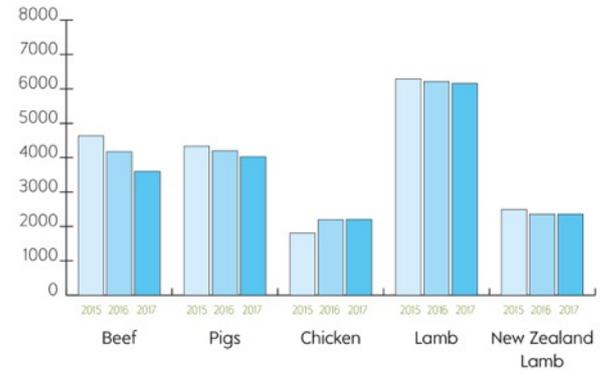
Spent Hens: Transport DOA's are at a low level, 0.10% for 2017. European levels are typically 1 -3%.

Spent Hens D.O.A (%)

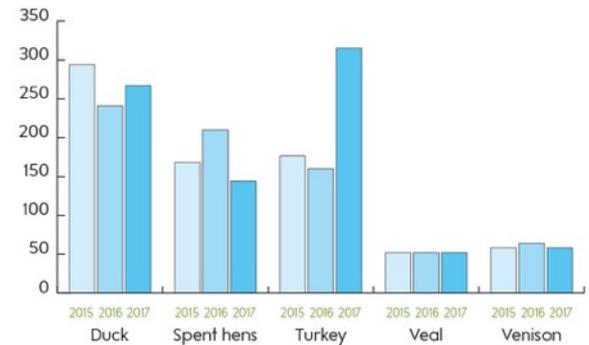


Our 2017 number of loads for Turkey is the total of our three suppliers. Previously, only one supplier's data was reported. This now includes all year round and seasonal supply.

Number of loads hauled



Number of loads hauled



Mutilation data

We believe that, wherever possible, livestock should be free from mutilation and all our supply chains are working towards this goal. Mutilation is carried out on farm, subject to a welfare need. Mutilation only occurs with veterinary supervision.

For example, some pigs may be tail docked if there has been a case of tail biting from other pigs in the group.

All conventional and free range turkeys receive beak treatment in the hatchery at a day old to reduce feather pecking. Focus is being placed on breeder companies to produce a breed that will not feather peck therefore eliminating the need for beak treatment.

Since reporting, our egg supplier has achieved their goal of 100% of British Blacktail laying flocks being free from beak trimming. We are the only retailer in the UK who has achieved this.

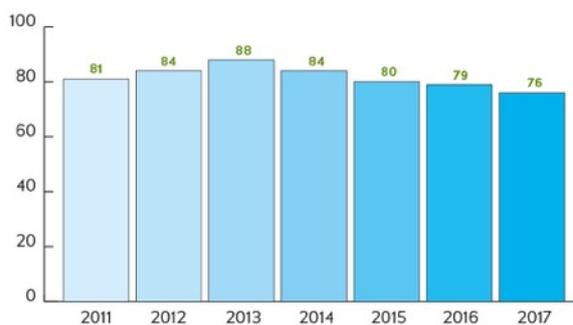
To maximise welfare and product quality we stipulate that all male cattle for our beef schemes are castrated. Left uncastrated, reproductive behaviour starts to be displayed which can lead to poor welfare due to increased fighting and unplanned pregnancies.

A proportion of cattle breeds are naturally polled. For those not polled, it is arguably good practice to disbud them as calves so they do not have horns. There is evidence that leaving cattle with horns increases the risk of bullying and subsequent injury.

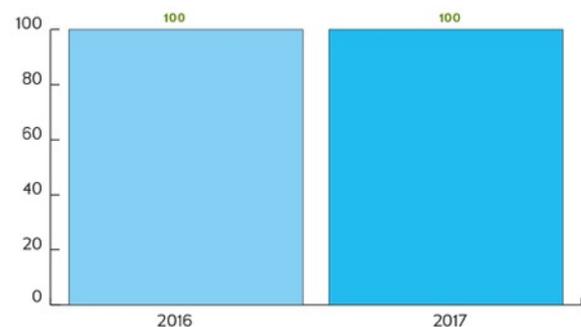
Due to the age that the veal are processed, they are neither castrated nor disbudded as they rarely start to display reproductive / mating behaviour at this age and the horns will only be short and therefore not be used for bullying and aggression.

No tail docking occurs in Waitrose dairy herds.

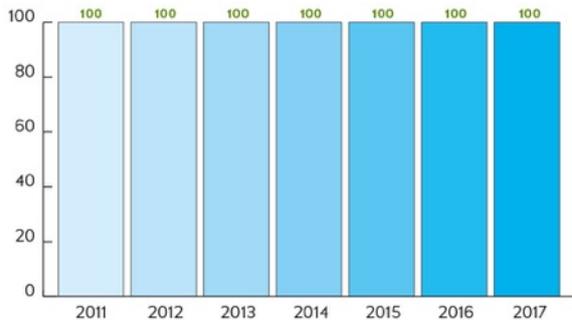
Laying hens free from beak trimming (%)



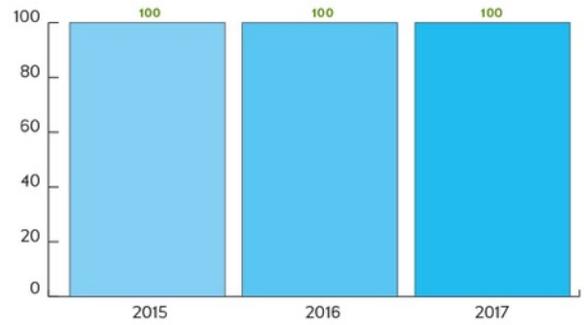
Fish free from fin clipping (%)



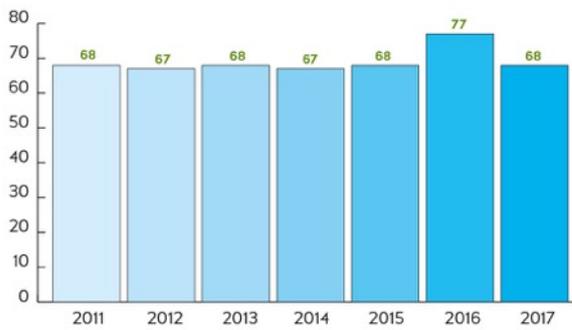
Dairy cows free from tail docking (%)



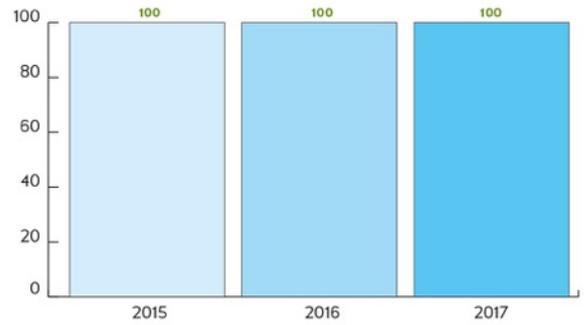
UK Pigs free from teeth clipping (%)



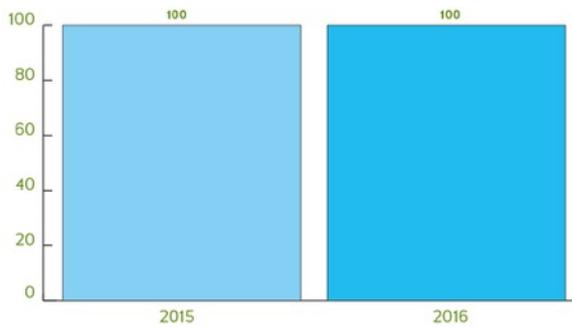
UK Pigs free from tail docking (%)



Veal calves free from castration (%)

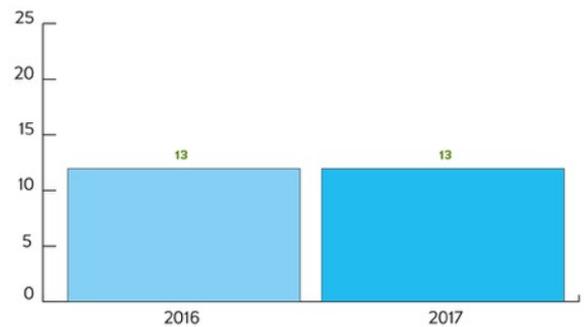


Quail free from wing clipping (%)



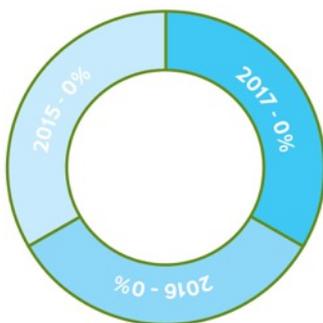
UK lamb: Castration is the practice of removing or inhibiting the function of the testicles. Castration is carried out as early as possible, to avoid welfare problems associated with the management of entire males.

UK lamb free from castration (%)



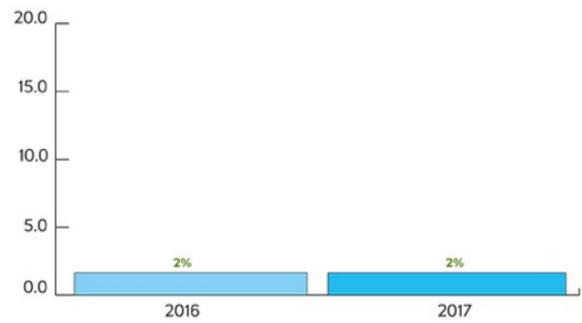
Beef cattle: All of the male cattle in our beef supply chain are castrated. This accounts for 67% of those processed. The remaining 33% are heifers.

Beef cattle free from castration (%)



Lamb: Tail docking is a practice that is carried out on 98% of Waitrose supplying UK lamb farms, and 100% of NZ lamb farms. This is used to ensure that during the summer months, flystrike - a common ailment of sheep, where flies lay their eggs into an animal's fleece, is minimised.

UK lamb free from tail docking (%)

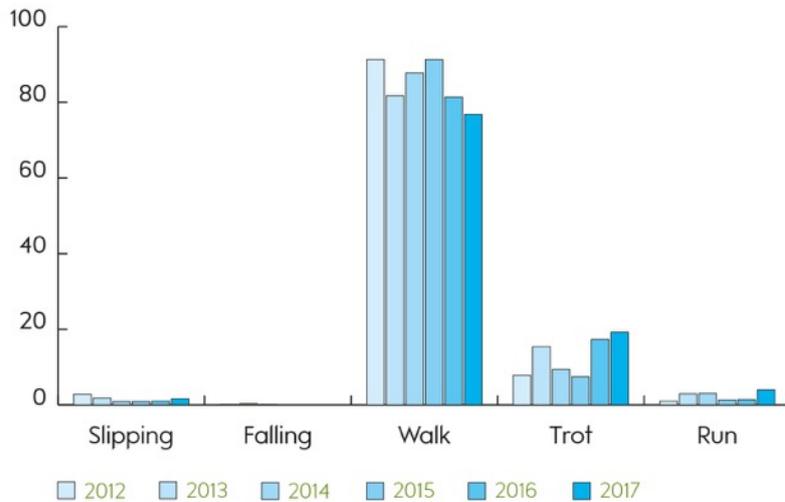


Behaviour data

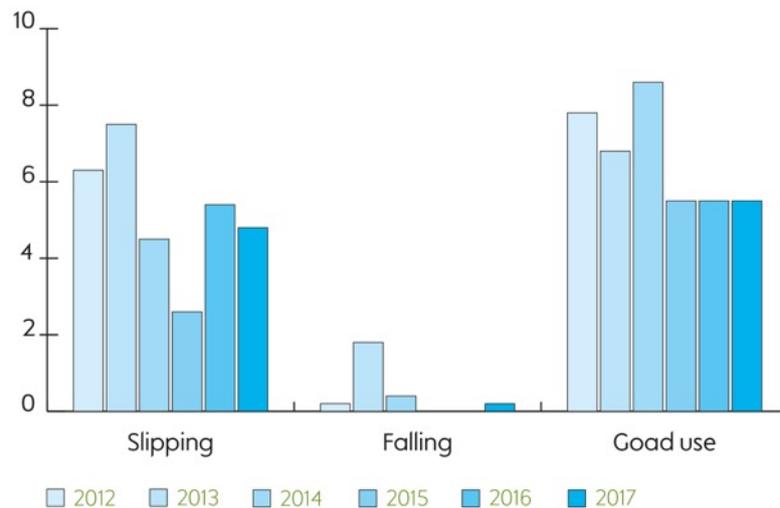
The graphs below show the behaviour trends and activity levels in beef cattle on arrival at our abattoir - movement such as walking, trotting and running is a good indicator of health and welfare. The percentage of cattle trotting and running has increased year on year from 2015 - 2017 demonstrating higher activity levels.

Bespoke slaughter facilities are approved by both the Humane Slaughter Association and Temple Grandin and have been designed to specifically reduce the incidence of slipping and falling. As the animals are unloaded, assessments are made and any slips or falls are recorded, this ensures we can identify issues to ensure the facilities maximise animal welfare.

Cattle unloading outcome (%)



Cattle handling outcome (%)



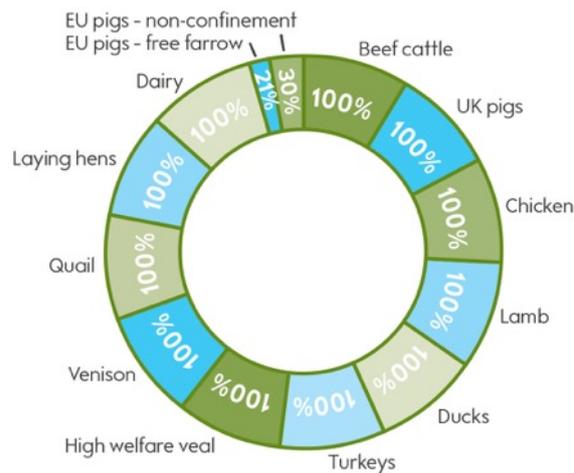
Close confinement data

Stocking densities are calculated and monitored, this means each animal has space to move, as stated within our industry leading standards.

UK sows are not kept within sow stalls and all UK pigs are outdoor bred. All of our growing pigs are raised on straw (as a minimum standard), enhancing their environment enrichment. All cows have access to grazing. In 2017, cows producing our organic and conventional milk spent 205 and 181 days, respectively, grazing outside. 100% of our laying hens and UK sows are free range, meaning they have access to the outdoors and are kept in an environment that is as natural as possible. All of the chickens reared for meat in our supply chain have environmental enrichment and over 20% more space than the industry average for the UK.

In line with our supplier Winterbotham Darby's commitment to move all their continental farms through their tiered bronze, silver and gold EFP farming standard (see section on 'Continental meat'), and in support of Waitrose's Cage Free award from CiWF, all our continental pigs will be free from confinement by 2025.

Free from close confinement (%)



Proportion of systems (%)

Species	Free range	Indoor	Outdoor
Pigs	23	58	19
Laying hens	100	-	-
Chicken	15	85	-
Ducks	-	100 (barn)	-
Dairy	-	-	100 (access to grazing)
Beef	-	-	100 (access to grazing)
High welfare veal	-	100 (barn)	-
Turkey	53	47	-
Venison	-	-	100 (access to grazing)

Antibiotics

A simple guide to our antibiotic usage.

Investing in the future of farming

Current groups represent: Pork, Beef, Lamb, Veal, Venison, Game, Chicken, Goose, Duck, Turkey, Fish, Milk and Eggs.

Innovation and novel approaches are presented within the group as there is often potential to apply similar technologies within different sectors.

In December 2017 Waitrose were one of the first retailers to publish comprehensive data on the use of antibiotics within the livestock supply chain.

The livestock steering group have all initiated restrictions on the use of CIA medications, using them only as a last resort and where animal welfare may otherwise be compromised.

Livestock Steering group established to drive improvements in health, welfare and antibiotic use across the Waitrose supply chain.

Committed to ethical sourcing of produce throughout the supply chain with known and full provenance.

Steering groups established to provide a forum for Waitrose and its suppliers to collaborate, exchange ideas and champion best practice.

All members of the Livestock Steering group share antibiotic benchmarking data quarterly, recording health and welfare parameters and usage data to ensure a proportionate and judicious approach to reduction.

Pork

£200k invested in water dosing equipment on farms

75% reduction of all antibiotics used since 2016

increased diagnostic surveillance & biosecurity

increased use of vaccines across the supply chain

removal of antibiotics in feed medications

voluntary ban of Colistin since 2016

Dairy

best practice online training hub created for all farms

disease control strategy 2 years ahead of national schemes

35% reduction of antibiotics since 2014

training to improve farm biosecurity & health of stock

better informed farmers on antibiotic use & disease prevention

65% reduction of HP CIA treatments

Lamb

most comprehensive survey of antibiotic use in UK sheep supply chain

workshops to promote electronic recording of medicines

collated results for supply chain

promote vaccines as alternatives to antibiotics

mandatory annual veterinary visit & signed health plan

optimise further already low levels of antibiotic use

Poultry

focus on health of the parent stock

cephalosporins & fluoroquinolones never been used in broiler production

pen-side diagnostics such as water quality

identified key enablers in 2013-14 has helped further reduce antibiotic use

increased hygiene standards even further farm

voluntary ban of Colistin & macrolides since 2015

Salmon & Trout

antibiotics used in low quantities but can get into waterways

environment can be challenging to control health issues

optimising use of natural control methods for health challenges

creating tools to precisely monitor gill condition

exploration of ultrasound technology for salmon delousing



Dairy cows

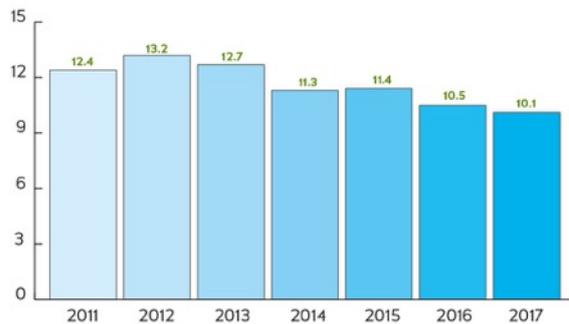
Both our organic and conventional cows have access to grazing in season. Mobility scoring is used to identify health and welfare problems within the herd using a recognised dairy industry standard. The scoring system is explained below with 0 being the best and 3 being room for improvement:

- **Score 0:** walks with even weight bearing and rhythm on all four feet, with a flat back
- **Score 1:** steps uneven (rhythm or weight bearing) or strides shortened; affected limb or limbs not immediately identifiable
- **Score 2:** uneven weight bearing on a limb that is immediately identifiable and/or obviously shortened strides, usually with an arched back.
- **Score 3:** unable to walk as fast as a brisk human pace and cannot keep up with the healthy herd, also signs of score 2.

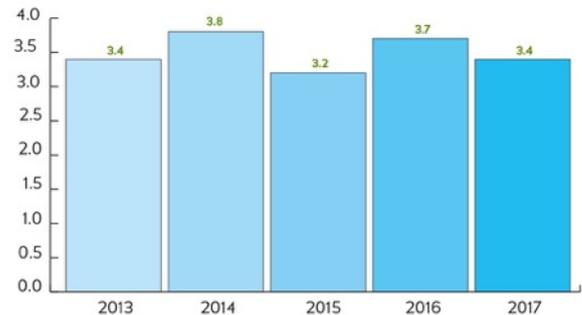
Other conditions that are monitored on a monthly basis include: Lameness, Milk fever, Clinical mastitis, Somatic cell count, Forced culls, and Injuries.

The organic group derives around 3100litres of milk from forage per cow or 5115 litres per hectare. This is approximately 800 litres per cow above national average from published data.

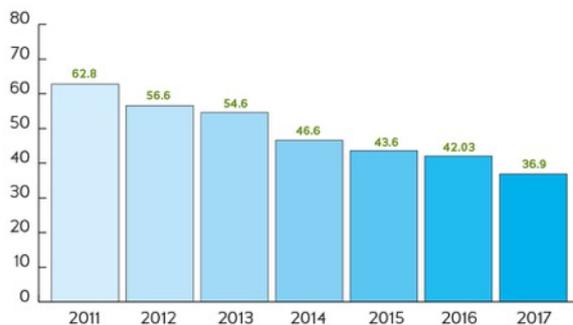
Organic dairy - lameness (score 2+3) %



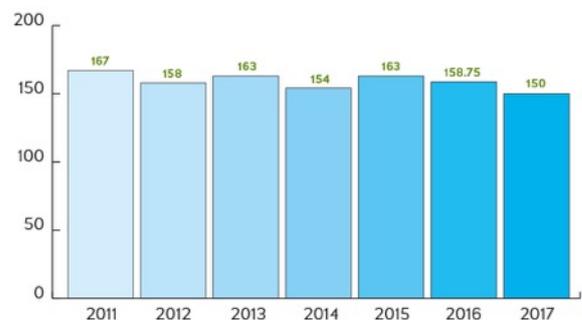
Organic dairy - Milk Fever (cases per 100 cows)



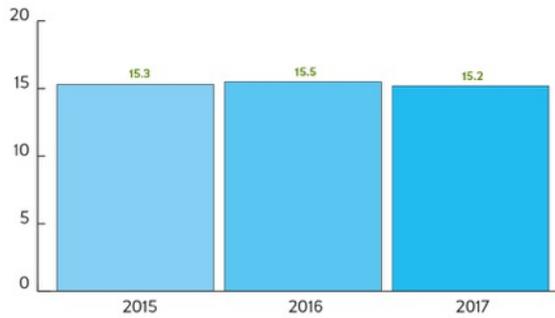
Organic dairy - clinical mastitis - (cases per 100 cows)



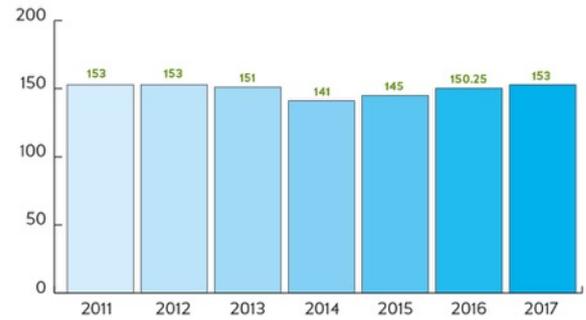
Organic dairy - somatic cell count



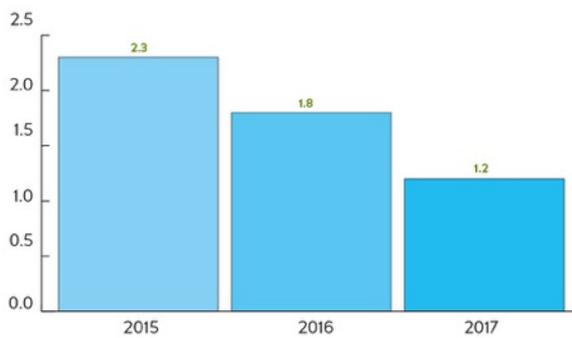
Organic dairy - forced culls as % of herd (excluding TB & Johnes)



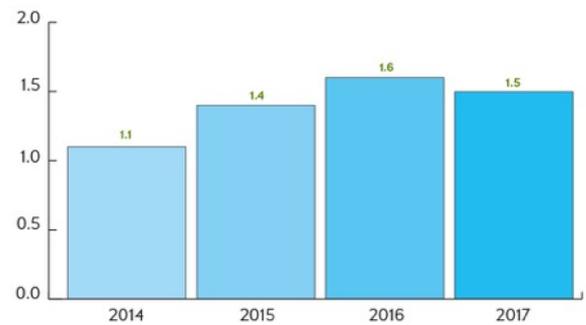
Conventional dairy - somatic cell count



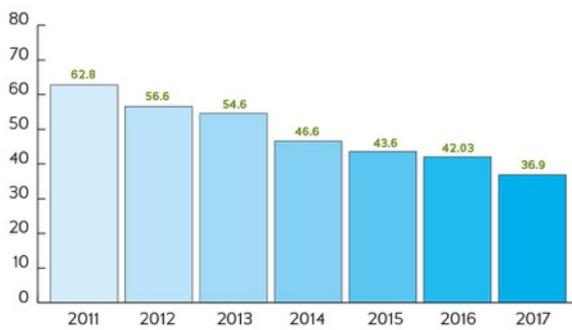
Organic dairy - injuries (cases per 100 cows)



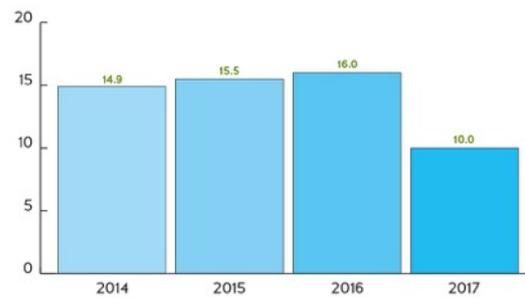
Conventional dairy - injuries (cases per 100 cows)



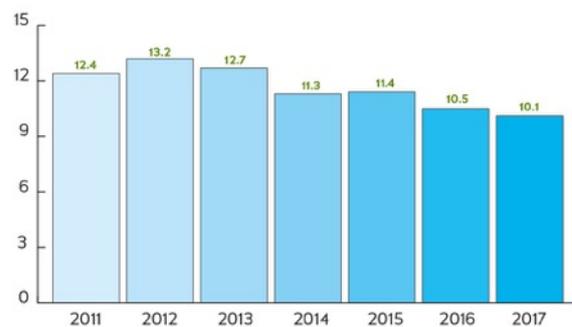
Conventional dairy - clinical mastitis (cases per 100 cows)



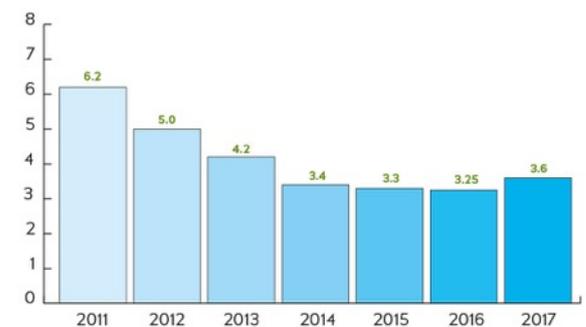
Conventional dairy - forced culls as % of herd (excluding TB & Johnes)



Conventional dairy - lameness (score 2+3)



Conventional dairy - milk fever (cases per 100 cows)

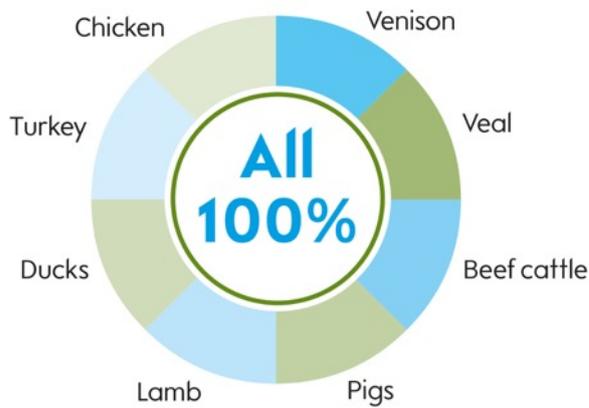


Pre-slaughter stunning data

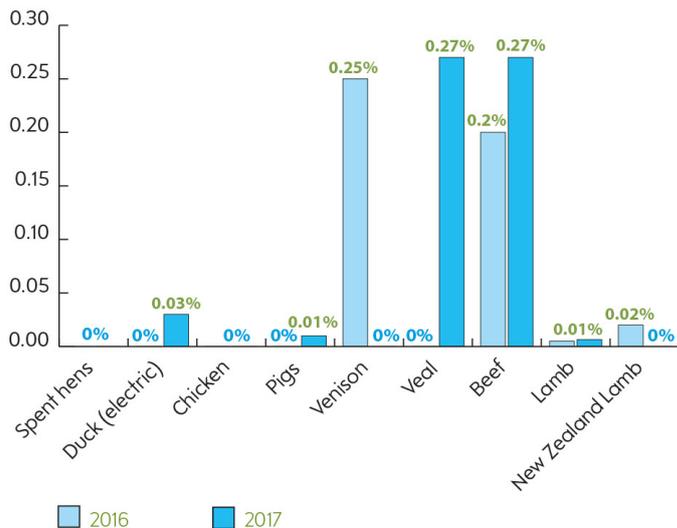
We insist that all the livestock that provides meat for our own-label products is stunned before slaughter. This is for the welfare of the animal during the slaughter process. Although rare, we think it very important to monitor the number of animals that need a second stun, due to the first stun being ineffective. This data is displayed below. All our abattoirs have monitored CCTV to ensure the quality of animal welfare is maintained throughout the facility.

Our beef, veal and venison supplier has been operating full restraint stunning systems for all livestock, investing significantly for a number of years. This ensures our incidence of second stunning is significantly below industry levels. They are continuing to invest in this area through industry R&D projects.

Pre-slaughter stunning (%)



Ineffective stuns (%)



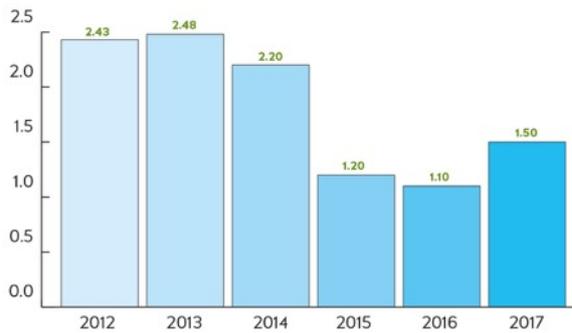


Beef data

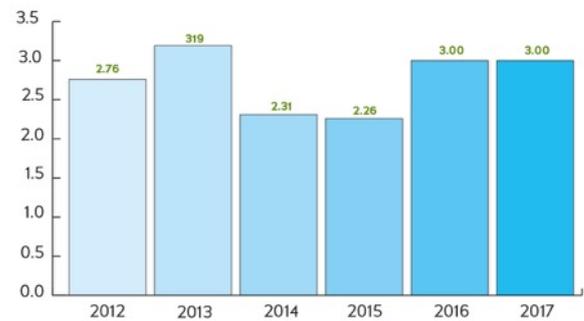
Cattle have to be presented for slaughter at a cleanliness level that ensures that carcasses can be dressed hygienically. Assessments are categorised as either clean or dirty. All cattle are assessed upon arrival and any incidences of dirty cattle recorded, this is then fed back to producers to ensure improvement.

Fluke Active and Pneumonia are conditions that are recorded and assessed by the FSA staff in the plants as the carcasses are processed. Pneumonia is assessed in the lungs and fluke assessed in the liver. Cases of both conditions have remained stable from 2016 to 2017.

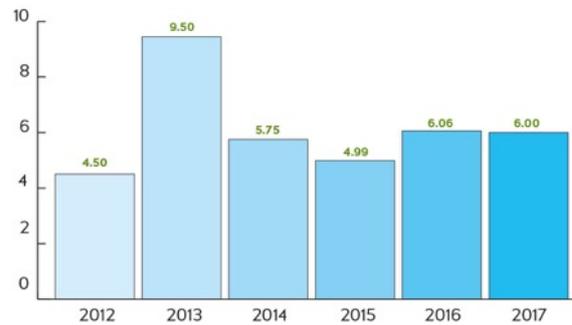
Cattle cleanliness (% dirty)



Pleurisy Pneumonia cases (%)



Fluke active cases (%)

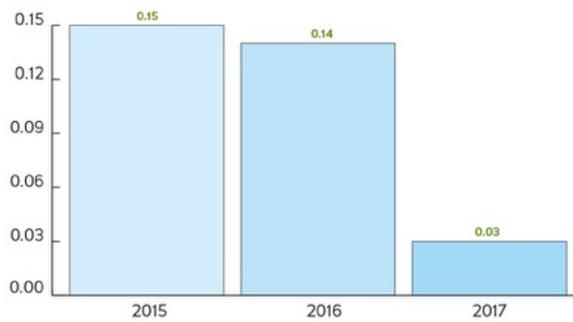




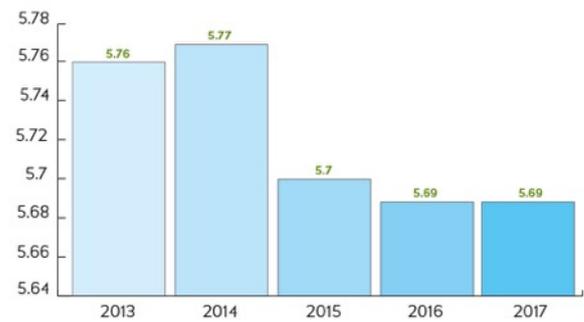
New Zealand Lamb data

In 2017 considerably fewer lambs had to be washed twice, this shows that cleaning techniques during the first wash have improved. Viewing hatches in the wash allow yard staff to monitor the livestock, wash settings can be changed and can be shut off at any time if stock are in distress. pH continues to remain within the range of 5.68-5.78, a stable position demonstrating low stress levels of livestock prior to and at the time of slaughter. This also ensures high and consistent eating quality.

New Zealand lamb - second wash (%)



New Zealand lamb - pH





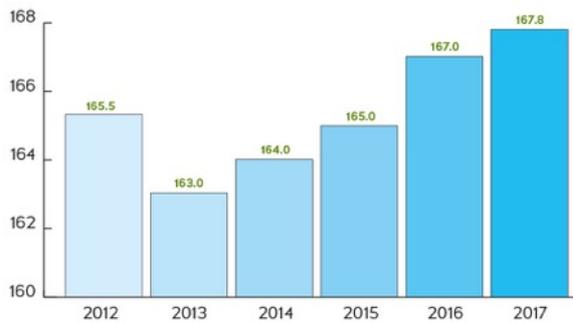
UK Lamb data

UK lambs have increased in number within the Waitrose supply chain.

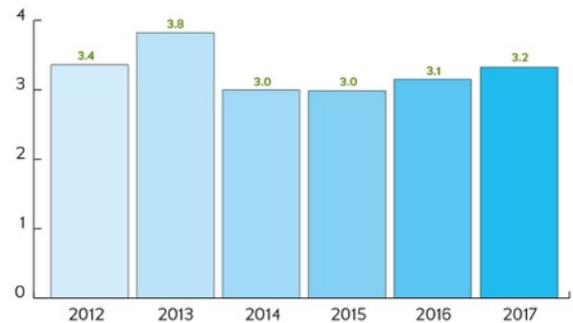
Lambing percentage is the figure used to show the number of lambs born per 100 ewes mated, and this can vary from year to year. Weather, temperature fluctuation and nutrition can all impact on the number of lambs that are born. Lambing percentage is a key performance indicator for all lamb producers.

Replacement rate in a flock is an indicator of the number of female animals that are being brought in every year as a proportion of the entire breeding flock. This figure can be an indicator of the farms policy to ensure young stock is brought into the flock.

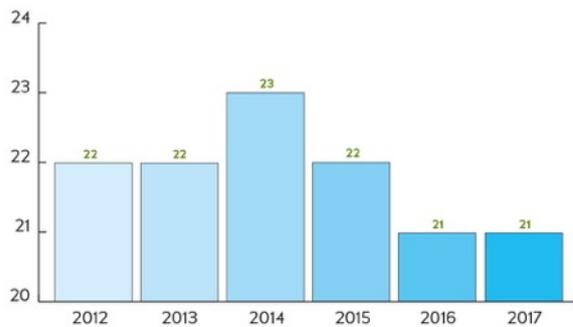
UK Lamb - lambing %



UK Lamb - ewe mortality (%)



UK Lamb - replacement rate (%)





Duck data

Pododermatitis is a condition that affects the foot pad of the ducks, the percentage of ducks that reached a score of 0-2 increased slightly in 2017, this is positive for our supply chain. Fresh bedding is provided daily to keep the area ducks walk on clean and dry, therefore preventing infection and contamination. All of the people working on the duck farms are members of the Poultry Passport which ensures they are well trained in bird welfare as well as biosecurity and Health and Safety.

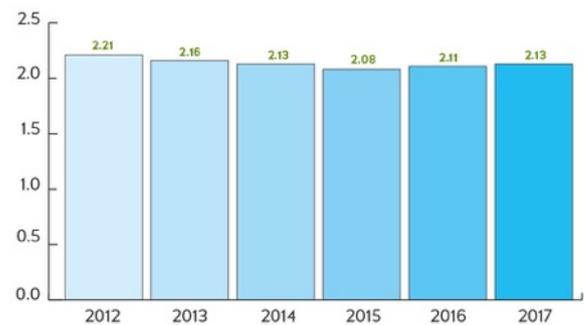
The duck growing farms are stocked between 14-17kg/m² - well below Red Tractor standards of 21kg/m² for a 3kg duck.

Their feed is milled to a bespoke specification. Regular review meetings are held to discuss the feed and the duck's performance, and to consider if any adjustments to mineral or vitamins, etc are necessary. This is backed up by the support and advice of an independent nutritionist.

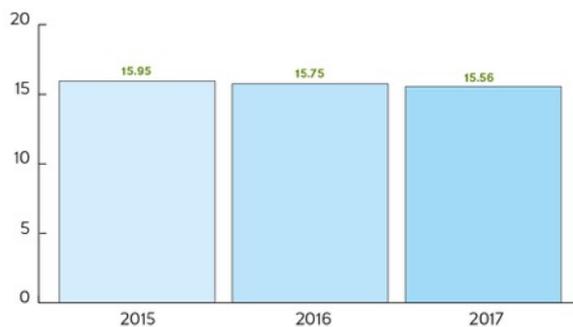
Duck - Pododermatitis (% score 0-2)



Duck - feed conversion ratio



Duck - shed stocking rate (kg/m²)

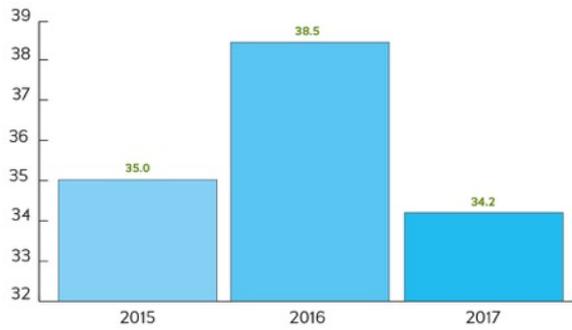




Turkey data

Pododermatitis is scored in the factory, results are obtained and monitored closely. Breeder Farm and Hatchery management ensures good quality poults for placement. Birds are well bedded from an early age. Ventilation and litter quality are highlighted as key areas to help reduce the incidence of Pododermatitis.

Turkey - Pododermatitis (%)





UK Pigs data

The number of detained pigs is low, circa 5% across Essential, Organic and Free Range. Due to the 2017 data significant investment has been made in the depopulation and repopulation of half the organic herd to improve animal health and reduce the proportion of organic pigs being detained in the future.

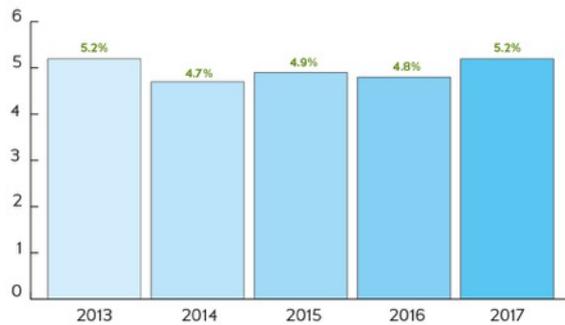
Work continues to be undertaken on animal husbandry to improve the farrowing rate and the number of piglets weaned.

100% of our free range and organic pigs are undocked. A proportion of the essential range pigs are docked, following advice from the veterinary team. Ongoing trials and investigations aim to eradicate tail biting and eliminate the need for tail docking.

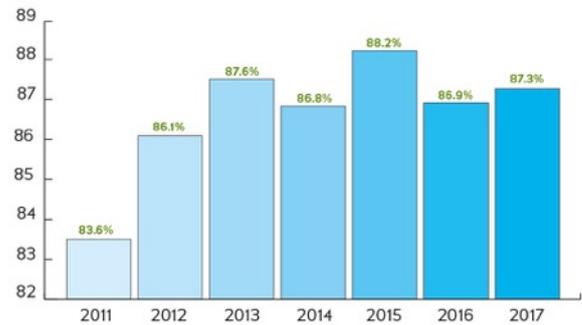
Investigations are underway studying the difference in production system feed conversion ratio. This is led by our processors internal nutrition team and on-farm trials to constantly review the best feed for our pigs.

Free range and organic pigs are raised outdoors for their entire life, providing large paddocks to run around and explore. This results in a slower weight gain than conventionally raised pigs.

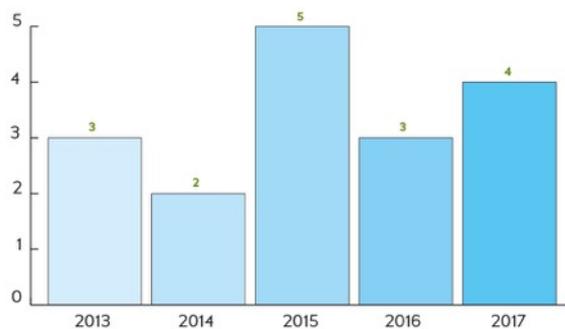
Detained pigs (%)



Farrowing rate (%)



Tail biting outbreaks (per month)

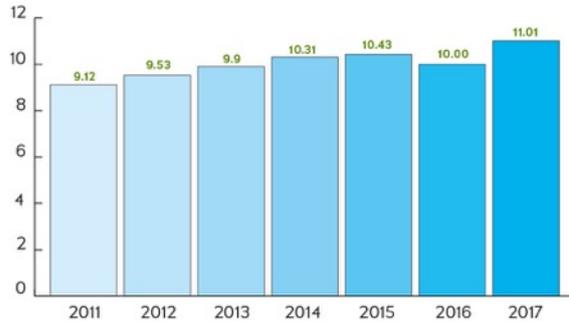


Detained pigs (%)

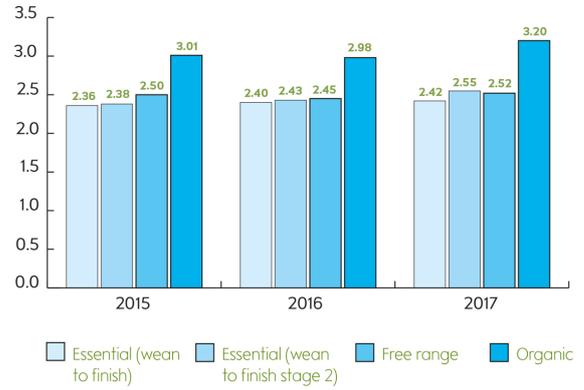


Essential Free range Organic

Number of piglets weaned per sow per year



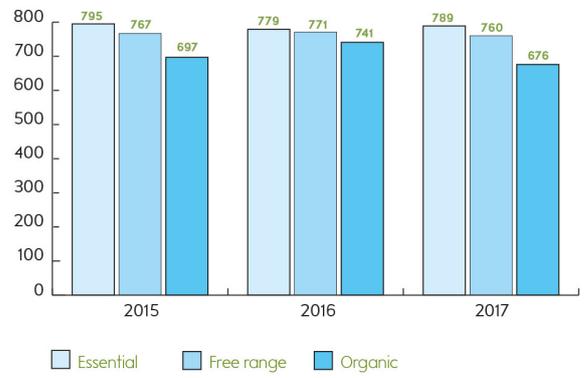
Pig feed conversion ratio



Pigs free from tail docking



Pig daily live weight gain (grams)





Chicken data

A change in house management system to hot water heating continues to improve key welfare indicators such as pododermatitis, a marking of the sole of the chicken foot, and hock marking, a marking of the hock of the chickens leg, which can be caused by poor litter conditions. The downward trend in cases of Pododermatitis and Hock mark continued in 2017.

Cleanliness is a score of feather cleanliness on arrival to the factory.

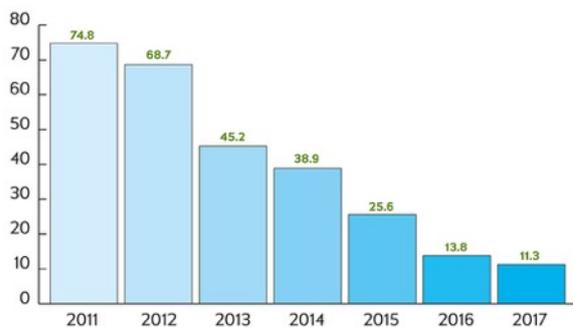
As part of our welfare commitment, we aim to stock birds at 30kg/m²

Our birds rarely suffer breast blisters due to the maintenance of good litter conditions and bird management. Breast blisters remained at 0% in 2017.

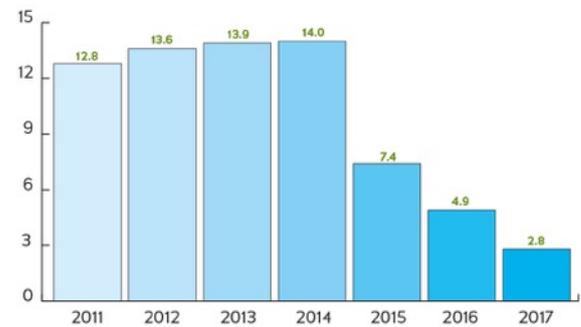
Feed Conversion Ratio (FCR) is influenced by a number of factors, from weather to how good the cereal harvest has been. Where we see poor weather or extreme period of cold we will see FCR rising. Similarly where we have had a good harvest and raw material for feed is of high quality we will see improvements in FCR. The Outdoor FCR is typically more variable than indoor due to the nature of the bird and the fact that birds range.

The factory team work hard on improving the process in the processing plant and this can be seen in the decreasing broken bones due to factory damage.

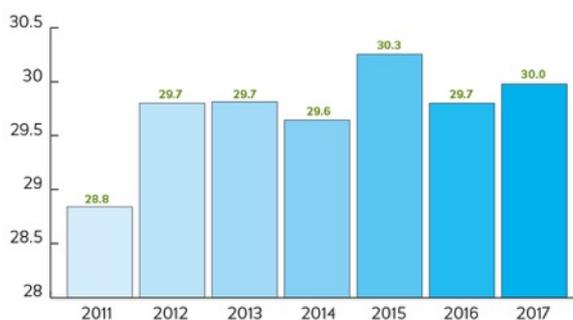
Pododermatitis (%)



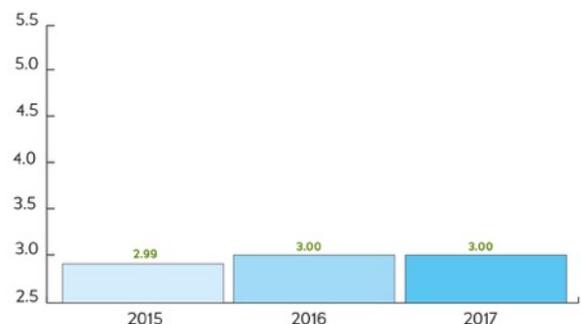
Hockmark (%)



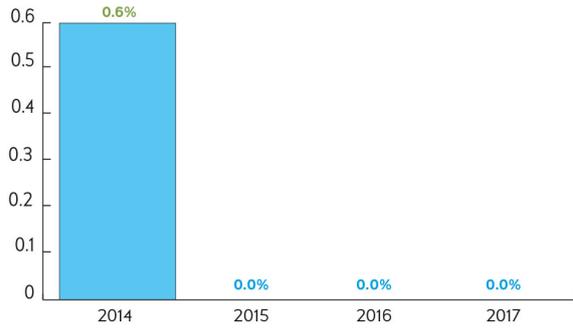
Bird stocking density (Kg/m²)



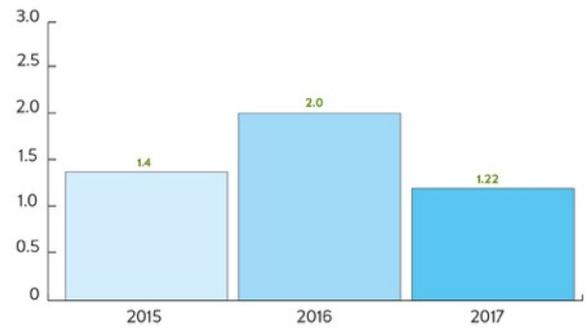
Cleanliness (%)



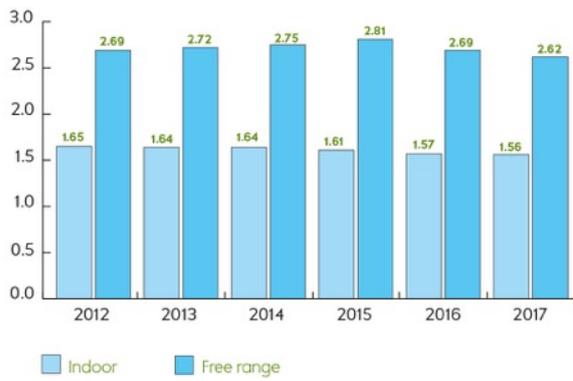
Breast blisters (%)



Broken bones (%)



Feed conversion ratio





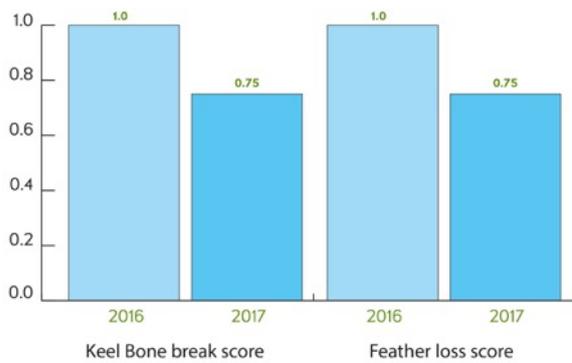
Laying hens data

All our laying hen flocks are welfare outcome scored four times during the flock's life across a variety of measures. In total in 2017, 18 Assurewel outcome measures were monitored. Key indicator results are shown below.

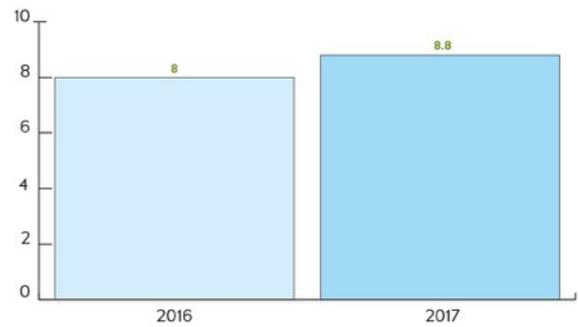
Both feather loss score and keel bone breaks are Red, Amber & Green (RAG) scored at each audit. Flocks in Amber must review their husbandry and Veterinary Health Plan with their vet and Red scored flocks must correct all actions raised before they can continue supply.

Data shows that 48% of our egg producers were part of an environmental scheme in 2017, this is an increase of 11% from the previous year.

Welfare outcome



Percentage of tree cover in laying hen ranges



Laying hen producers in an environmental scheme 2016

