

## ANIMAL CARE POLICY<sup>1</sup>

*Schreiber Foods, Inc. requires that milk used to manufacture products we ultimately sell comes only from farms that participate in the National Dairy FARM Program (or an equivalent program), and that those farms are evaluated and audited to ensure participation. We will review data from our suppliers to ensure active participation, as well to verify that continuous improvements are being made. In the event of an animal care incident, we expect to be notified and the farm in question be removed from our supply if the investigation of the incident reveals willful mistreatment occurred.*

Schreiber Foods' vision is to be the best customer-brand food company in the world. We'll achieve this by creating sustainable value for our customers as a modern, global partner delivering exceptional quality, service, innovation, and insight – all while enriching lives around the world. This vision cannot be achieved without the highest quality milk possible – which all starts with how dairy farmers care for their cows.

Schreiber supports the commitment of dairy farmers to provide the best possible care for their dairy cows. We recognize that healthy and comfortable cows are the best source for the high-quality milk used to manufacture the dairy products we produce and sell. We require suppliers to comply with all applicable local and state laws and regulations on farm animal care. We support the World Organization for Animal Health (OIE)<sup>2</sup> accepted Five Freedoms as a compact of rights for animals under human control:

1. **Freedom from hunger or thirst** by ready access to fresh water and a diet to maintain full health and vigor.
2. **Freedom from discomfort** by providing an appropriate environment including shelter and a comfortable resting area.
3. **Freedom from pain, injury or disease** by prevention or rapid diagnosis and treatment.
4. **Freedom to express (most) normal behavior** by providing sufficient space, proper facilities and company of the animal's own kind.
5. **Freedom from fear and distress** by ensuring conditions and treatment which avoid mental suffering.

We will not tolerate the willful mistreatment of animals at any level in the dairy business. We recognize the outstanding efforts of dairy farmers to ensure the proper handling of

---

<sup>1</sup> This policy applies to Schreiber Foods US operations and suppliers. For Schreiber International facilities and suppliers, the appropriate animal care laws and regulations must be followed.

<sup>2</sup> World Animal Health Organisation. Terrestrial Animal Code. Article 7.1.2.2

[http://www.oie.int/index.php?id=169&L=0&htmfile=chapitre\\_aw\\_introduction.htm](http://www.oie.int/index.php?id=169&L=0&htmfile=chapitre_aw_introduction.htm)

dairy cows and we continue to support all improvements in animal care practices and programs to verify those practices. To that end, Schreiber supports the National Dairy FARM Animal Care Program. This is a continuous improvement program for dairy farms as they assess their animal care practices with the ultimate goal of achieving the best dairy animal care possible across the entire industry by constantly educating and working with producers to make needed improvements.

Schreiber also supports and participates in the work of the Innovation Center for US Dairy to continue involvement by the entire dairy industry in supporting the highest dairy animal care practices.

Schreiber requires that milk used to manufacture products provided to us is produced on dairy farms assured to be in compliance with The National Dairy FARM Program (or an equivalent program<sup>3</sup>).

## **EXPECTATIONS**

The following specific expectations are currently contained in The National Dairy FARM Program, and Schreiber believes that these items are of particular importance. Therefore, we expect all suppliers meet these as minimum requirements in order to be recognized as suppliers of dairy products or ingredients for Schreiber:

### **Training**

Schreiber expects its dairy suppliers to ensure that providing proper animal care continues to be an on-going responsibility on dairy farms. In accordance with the FARM Program guidelines, we expect all of our suppliers of dairy products to provide evidence that annual employee training on animal care/handling is in place and that an Employee Code of Conduct is signed by each dairy farm employee.

### **Treatment of Animals**

Schreiber will not tolerate the willful mistreatment of animals. In the event of a credible allegation of animal cruelty, our supplier will investigate said allegation. Supplier will update and cooperate in good faith with Schreiber to enable Schreiber to effectively and promptly respond to our customer inquiries. Upon conclusion of the investigation, the farm will be not allowed to provide milk if it is determined that willful mistreatment of animals occurred until FARM program compliance is reestablished and/or Schreiber approves the suppliers renewed acceptance of milk from the farm.

### **Dairy Cattle Care and Medical Procedures**

Schreiber supports the following practices, consistent with the FARM Program:

- *Housing*: Cows should be provided safe, clean, dry and comfortable environments for dairy cattle.
- *Nutrition*: Proper nutrition through age-appropriate diets provided to all animals.

---

<sup>3</sup> Please contact Schreiber for documentation to assist in determining equivalency.

- *Animal Health:* Herd Health Plan emphasizing prevention, rapid diagnosis, and quick decision-making on necessary treatment of all sick or injured dairy cattle on the farm including regularly scheduled veterinarian checks of the herd.
- *Non-ambulatory dairy cattle:* Adherence to proper procedures for handling non-ambulatory dairy cattle including utilizing special equipment for injured and non-ambulatory animals with specially trained caretakers available to care for such animals' needs.
- *Disbudding and dehorning:* Disbudding to be completed before eight weeks of age utilizing analgesics agreed upon by the dairy farmer and herd veterinarian.
- *Veterinary Oversight:* Evidence of an established, documented relationship with a veterinarian, through a Veterinarian Client Patient Relationship (VCPR).
- *Pain mitigation for painful procedures:* The appropriate use of pain control procedures, as agreed upon by the herd veterinarian and/or established guidance by the American Veterinary Medical Association (AVMA),<sup>4</sup> and the American Bovine Practitioners Association<sup>5</sup> shall be used.

Healthy, comfortable cows that are well-fed and cared for are essential to the farmer, and consistent with consumer expectations.

## **COMPLIANCE**

Compliance with these requirements will be achieved by the following:

- Second party re-evaluations will occur at a minimum of every 3 years. Schreiber expects that higher risk farms identified during evaluations will be evaluated more frequently.
- Random third party verification by qualified auditors shall occur. Third party audits shall be consistent with the FARM program or more frequently, as determined by risk and customer needs.
- Any farm that does not meet these requirements will not be able to provide milk for products manufactured for or by Schreiber.
- Milk from any farm found to be willfully mistreating animals shall not be used in manufacturing products for Schreiber.

## **REPORTING**

In order to prove that the above requirements are being met, Schreiber may independently audit suppliers' compliance programs against these and FARM requirements. We expect

---

<sup>4</sup> [www.avma.org](http://www.avma.org)

<sup>5</sup> [www.aabp.com](http://www.aabp.com)

aggregate data indicating the status of all farms supply milk to our supplier will be available as part of the audit or upon request outside of an audit and details of how the supplier has accomplished their farm audit program. Schreiber may conduct random spot checks for conformity of any animal care program. It can be done via survey, confirmation of good standing with the animal care program, supplier audit and third-party verification. All requests will be made in advance to the supplier.

#### **EXPECTATIONS IN THE EVENT OF AN INCIDENT**

Schreiber requires all farms supplying milk for our products to be fully participating in the FARM Program (or an equivalent program). A farm cannot supply milk that is at Conditional Decertification status or equivalent. If an incident (e.g., video showing improper practices) confirms willful mistreatment of animals, we expect milk from that farm will not be used for products supplied to Schreiber while an investigation occurs and corrective action plan is developed. Milk from that farm will not be used for products manufactured for Schreiber until such time as the farm is reinstated back into the FARM program.

Modified: 6/01/2024