

ANIMAL WELFARE POLICY

Synthetic version

Introduction:

75 years ago; guided by the conviction that the pleasure of sharing high quality products formed life treasured moments known as “the salt of life”, Robert Labeyrie put on our tables incomparable flavours from “terroirs” with precious know-how.

Today we have that same conviction, but our world is forever evolving. Our planet's resources are limited, and we know that the quality of our food is closely linked to the quality of our environment and our well-being.

If we want to continue to awaken the taste buds of future generations, we must also awaken our own consciousness and that of the consciousness of others around us, thus making the relationship of INDULGENCE & RESPONSABILITY possible.

That's why working together with our colleagues, partners, and consumers, we want to redefine this vision of pleasure we have inherited, which drives us.

We want to share a responsible passion for food, one that has been developed via our 3 CSR pillar approach:

PRESERVATION of the ecosystems we interact with,

MASTERY of our processes and know-how through everyday virtuous practices,

RESPECT of the men and women who produce, process, and consume our products.

Our mission, as a group, is to give as many people as possible the keys to responsible pleasure consumption. Our “raison d'être” is to share a responsible passion for food.

As a responsible group, Labeyrie Fine Foods (LFF) has defined its requirements for all aspects of sustainable development. We are particularly aware of the impacts of our procurement and the services we use.



This policy is a priority of our CONSERVATION pillar and of our CSR strategy:



1. Introduction

At Labeyrie Fine Foods, we are committed to adopt the "One Welfare" approach as we believe that animal welfare, human wellbeing and the environment are interconnected.

The term animal welfare refers to “the physical and mental state of an animal in relation to the conditions in which it lives and dies”. It means considering the physical and mental state of an animal and its ability to express important behaviour specific to its species. This state varies depending on the perception of the situation by the animal and its ability to adapt to its environment.

Labeyrie Fine Foods and our suppliers firmly believe that promoting animal welfare is critical to guarantee product quality.

The LFF Animal Welfare Policy details our requirements at all stages of farming, transport, and slaughter for all agricultural and aquacultural sectors in which we operate

This policy is structured around five key principles:

- Regularly monitor farming and slaughter methods and ensure farming is carried out by trained staff
- Enact the implementation of our animal welfare in our strategic product categories
- Adapt the farming environment to enable expression of important behaviour specific to each species
- Seek to implement best care practices and protect animal health
- Ensure all methods of transport and slaughter prevent pain, suffering or distress.

* definition of Animal Welfare in the OIE terrestrial animal health code

2. Our commitments and achievements by sector

Principle n°1: Regularly monitor farming and slaughter conditions and ensure farming is carried out by trained staff

We want to embed a culture of respect for animals by ensuring our employees and partners keep abreast of the latest information and research on animal welfare.

We also provide our partners with technical support, reviewing and assessing their farming practices. We mutually agree on the implementation of improvement plans and monitor progress via our “LFF barometer”.

EXAMPLES WITHIN OUR SECTORS:

- Ducks: Our duck breeders are made aware of animal welfare best practices and are supported by ethologists to carry out a mutually agreed action plan.
- Salmon: We regularly audit the farming practices of our suppliers to verify compliance with the requirements of our animal welfare specifications.
- Shrimp: LFF has developed a code of conduct for our shrimp farmers with strict animal welfare requirements. We are supported by aquaculture experts from the Institute of Aquaculture at the University of Stirling (UK).

Key step n°2: Enact the implementation of our animal welfare standards in our strategic product categories

We take a critical look at animal handling and manipulation, and work with our partners to remove any avoidable suffering or stress. We encourage the implementation of best practices and alternative processes as well as equipment best suited to the needs of each species.

EXAMPLE WITHIN OUR SECTORS:

- Salmon: careful handling to reduce sources of stress during transport (100% of our salmon suppliers' farms are equipped with a pump system to move the fish from the farm to the boat without stress or suffering)
- Shrimp: LFF is sponsoring innovative research into humane culling of shrimp.
- Duck: We are implementing our quarterly Animal Welfare KPI to monitor progress implementation of our projects.

Key steps n°3: Adapting the farming environment to enable expression of behaviours specific to each species

Under the guidance of experts, we work with our suppliers to select parameters set to improve the farming environment in our sectors.

EXAMPLE WITHIN OUR SECTORS:

- Duck: the ARMONIA 5S approach, launched by the group with our South-West duck suppliers. A housing programme where ducks benefit from an environment and buildings specifically designed for their comfort & protect their health, at all stages of their growth.
- Salmon: sites are specifically selected to allow sufficient current. This guarantees optimal rearing conditions. Physical and biological parameters of the sites (with key

focus on the environment and cages) are continuously monitored by a trained team of experts.

- Shrimp: The quality of the water in the ponds is essential for the proper development of our shrimp. Our farmers routinely monitor key parameters (nitrogen, phosphorus, oxygen) to ensure they are maintained at optimum levels throughout the growth of the shrimp.

Key step n°4: Seek to implement best care practices and protect animal health

Together with our suppliers, we seek expert advice from veterinarians, ethologists, and farming experts to regularly review practices, & investigate innovative solution to minimise use of medication and chemical treatment.

EXAMPLES WITHIN OUR SECTORS:

- Salmon: Visual monitoring of fish behaviour during feeding in our farmed salmon sector and systematic veterinary monitoring by professionals throughout the life cycle of the fish.
- Duck: While We favour an antibiotic-free rearing method from birth and pilot an indicator to measure progress on this rearing criterion. Treatment will only be given, when necessary,

Key step n°5: Ensure all method of transport and slaughter prevent pain, suffering or distress

We actively monitor scientific work to regularly improve our stunning and slaughter protocols and optimise live transportation conditions, known to be our stressful for the animals.

EXAMPLES WITHIN OUR SECTORS:

- Duck: With a three-zone planning in the South-West, the transport distances of live ducks in our duck sector have been reduced by 30% since 2017. Video surveillance cameras were placed in our slaughterhouse in Came in 2018. This will also be rolled out in our slaughterhouse in Bouaye.
- Salmon: Measures to reduce stress before stunning are being implemented for our farmed salmon.

3. A continuous improvement approach

We have been working for several years in partnership with our suppliers and inter-professional organisations on all criteria mentioned above. Progress and level of maturity are varying according to the sectors. Labeyrie is prioritising its focus on improvement projects within its strategic product categories: duck, salmon, and farmed shrimp. We will then roll out this process to all our other relevant product categories

Working closely with experts (veterinarians, ethologists), we will use their expertise and know-how to build impactful and realistic roadmaps for each sector.