



OSI Corporate Policy

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Effective:	06.01.2017
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Title: OSI Group Animal Welfare Policy

OSI Group creates custom, value-added food products from beef, pork, sheep, chicken and turkey raw materials. These raw materials are sourced from approved external suppliers or, in some areas of the world, from our own primary processing facilities for beef and chicken.

In every global sourcing avenue, OSI is dedicated to ensuring humane treatment, handling and slaughter of animals at all times. This dedication is a long-standing component of our company's business practices and the established requirements throughout our supply chain.

OSI outlines its policy and expectations regarding animal welfare through multiple guiding principles. These are as follows:

1. **Comply with all applicable legislative, regulatory and non-regulatory requirements**

We expect compliance to all applicable legislative, regulatory and non-regulatory requirements, at all OSI companies and our suppliers. All livestock destined and received for slaughter at OSI facilities are protected under this policy and will be treated humanely and with respect in accordance with OSI procedures and in compliance with regulations.

2. **Respect the World Organization for Animal Health (OIE) Five Freedoms**

Our business respects the five freedoms of animal welfare under human control:

1. Freedom from hunger, malnutrition and thirst;
2. Freedom from fear and distress;
3. Freedom from physical and thermal discomfort;
4. Freedom from pain, injury and disease; and
5. Freedom to express (most) normal patterns of behavior

3. **Maintain A Robust Animal Welfare Management System**

A robust animal welfare management system, with documented procedures, standard operating practices and monitoring checks, is required at all OSI Group companies and our suppliers. A systematic approach to humane handling shall be based on technical and personnel resources and must be a dynamic program that undergoes ongoing evaluation, adaptation and enhancement whenever new information or new situations are encountered.

4. **Conduct Regular Animal Welfare Verification Audits**

OSI verifies both our own and our suppliers' animal welfare management system through regular animal welfare verification audits. A majority of these are conducted annually by a 3rd party auditing agency; however, internal animal welfare verification activities are conducted daily. We utilize audit verification standards that are based on current scientific knowledge and research. We expect our suppliers to demonstrate ongoing compliance in these verification audits, and a finding of any egregious abuse to animals results in immediate suspension or potential termination of business.

5. **Training, Competence, and Awareness**

OSI works diligently to build a culture of trained and competent employees, auditors and suppliers. We take pride in the team we have built. Globally, OSI employs internal auditors that have been trained under recognized animal welfare auditing certification or benchmarking programs (e.g. Professional Animal Auditor Certification Organization, or PAACO). OSI utilizes globally recognized subject matter expert trainers and training materials. OSI is a longstanding sponsor of an annual animal welfare conference in the U.S.



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6. Work in partnership with our Suppliers

OSI believes that animal welfare is a non-competitive topic. We often perform and work on animal welfare initiatives together with our suppliers. We share information from these initiatives within the OSI Group companies and / or our supply base. Our Company has been and will continue to be an industry leader in promoting industry harmonization of best practices. We are a founding member of the Global Roundtable for Sustainable Beef.

7. Continual Improvement

We regularly assess and review the performance of our animal welfare management systems to improve outcomes based on measurable key performance indicators. OSI is driven to promote continuous improvement on the welfare of animals and recognizes this as an integral part of our business activities.

8. Communication

This OSI Group Animal Welfare Policy is available to employees, customers, suppliers, and other interested parties.

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