

## Genus plc: caring for animals

### **Welcome to our principles on animal welfare and wellbeing.**

This is one of the most important documents you will read as someone who works for, or with, our company. It explains why caring for animals is so important to us and outlines the commitments that guide the way we work with animals in all our operations and on customer sites around the world.

Genus has a zero-tolerance approach to any mistreatment of animals. It is essential that you understand the principles in this document and the policies that support them. You will receive tailored information and training on the specific needs of animals with which you will be working, but the principles outlined here are the foundation of animal care.

The document also explains what to do if you come across a breach of our principles or supporting policies. We all have a duty to raise any concerns, whether they relate to our own farms or activity on customer premises. Whether or not you are working directly with animals, please make sure you understand the process to follow.

If you have any questions once you have read this document, please raise them immediately with your manager.

## 1. Our approach

We look after thousands of animals in our porcine and bovine businesses around the world. We embrace our role in their welfare and have a zero tolerance approach to any mistreatment of them, in any form.

We are a company that is ethical to its core and we feel a deep sense of responsibility for animals. We see caring for them as our moral duty. We know it is a commercial imperative, because keeping animals safe and healthy helps our superior genetics shine through.

We have a set of core commitments that guide the way we work with all animals, in all operations around the world. We build on these with respectful handling and specific practices for the different types of animal within our care. Our core commitments and species-specific practices help us live up to our values and meet or exceed all relevant laws, rules and regulations in the countries where we operate.

This passion for animal welfare and well-being runs through all the people who work with our animals. They treat those animals with care and compassion and are supported by a team of veterinarians and production specialists who are integrated within our business. Every individual is responsible for welfare and wellbeing, whether or not they work directly with our animals. If there are concerns about the way animals are being handled, whether on our own premises or customer farms, our employees know they must raise them.

Caring for animals is simply part of the way we do business. Their welfare is – and will always be – a top priority.

## 2. Our people

Anyone who works for, or with, our company must comply with our principles on animal welfare and well-being.

Our principles apply to all permanent, temporary or fixed-contract employees. They also apply to any seconded staff, contractors, casual workers, agency staff, volunteers, interns, agents or anyone else associated with us or any of our subsidiaries. The principles apply to anyone working on or involved with any of our operations.

### **3. Our core commitments**

We deliver our approach to animal welfare & well-being through six 'core commitments' that guide our work with animals in all operations around the world.

#### ***1. A safe place for animals to live and thrive***

We establish an environment that gives animals appropriate shelter, allows sufficient space, helps to prevent injury or illness and provides access to clean air. We operate in different countries with contrasting climates, and we look after different species with varying needs, so there is no single way of achieving this. Therefore, we use our years of experience, harness industry-leading practices and work with local experts to help us design and deliver appropriate facilities in each case.

#### ***2. Nutrition to meet the animal's needs***

We give animals access to clean, fresh water and feed them balanced diets, designed to meet their needs. These diets are designed by experts in animal nutrition.

#### ***3. Safe and low-stress transportation***

During transportation, we seek to minimise stress to the animals. We choose the appropriate mode of transport for the climatic conditions, give animals sufficient space and handle them with due care and attention at all times.

#### ***4. Prompt identification and treatment of sick animals***

We conduct daily observations so we can quickly identify any ill or injured animals and ensure they receive the veterinary care and treatment needed.

#### ***5. Proper use of vaccines/medications and maintenance of accurate and complete records***

We do not use any unnecessary antibiotics or pharmaceuticals during our medical care for animals. Treatment is only carried out by appropriately trained individuals and we keep complete records of all medication given.

#### ***6. Proper procedures for euthanasia and removal of animals***

Euthanasia, when required, is carried out by appropriately-trained individuals. Deceased animals are treated and disposed of with due care and respect.

We deliver on these commitments through policies and practices shaped around the specific needs of the different species of animal under our care. We regularly review and update these practices to harness new scientific knowledge. This allows us to continually improve the way in which we deliver on our commitments and aid the welfare & well-being of animals under our care.

## 4. Our training

### ***Employees working for us***

We make sure all employees are engaged with our animal welfare & well-being commitments. Employees are trained on the practices required to meet the needs of the animals with which they will be working. This includes specific training on the use of any specially-designed equipment.

We also provide annual 'refresher' training to engage our people with any changes to our principles and/or associated practices.

Each year, we ask all employees to confirm they understand our principles on animal welfare & wellbeing and to confirm they will raise any breaches they may see (whether on our premises or on customer farms). When you are asked to sign this statement, as a result of the role you perform for or with Genus, please read it thoroughly before signing and raise any questions immediately.

If you ever have any concerns about training, or need help with how to play your part in delivering the principles, please contact your manager.

### ***Those who work with us***

Protecting animal welfare and well-being is in everyone's interests, and we are committed to helping our customers and partners wherever we can. It's important for all of us that such issues are resolved, as Genus can't continue to work with any organisation that doesn't prioritise animal welfare.

## 5. Our process for reporting concerns

As we have stated throughout this document, we have a zero tolerance for any mistreatment of animals. If any of us witnesses a breach of our principles, or have any concerns about the handling of animals in any area of the company, we **MUST** raise this through the process outlined below.

This process is aligned with the established Genus 'whistleblowing' policy, which protects anyone who wants to raise genuine concerns about any aspect of unethical behaviour (whether by the company or one of our businesses, fellow employees, customers, suppliers or service providers). Staff can find a copy of this policy on *Helix*.

The process for raising concerns is as follows:



Our 'whistleblowing line' is called **EthicsPoint**. It is an anonymous and confidential reporting line run by an external company that is totally independent to Genus. **EthicsPoint** operates different numbers in different countries. You can find the full list of country-specific numbers on *Helix* or by visiting the dedicated website at [www.genusplc.ethicspoint.com](http://www.genusplc.ethicspoint.com)

If any of us sees any behaviour or working practices on a customer farm that could undermine animal welfare, we'll let the customer know and provide any assistance we can to help them address the issue. If, after working directly with the customer, the situation is not resolved, our employee should raise the issue with the appropriate Genus manager. Failure to address the issue by the customer may lead to dissolution of the relationship.

## 6. Our response to any breaches

**We must repeat: Genus has a zero tolerance to any mistreatment of animals.** If anyone is found to have breached our principles on animal welfare & wellbeing, they will be subject to disciplinary action. This could result in dismissal for a company employee or termination of contracts for any organisation with whom we work.

We will also assist the authorities in the relevant territory/territories with any criminal investigations they undertake.

## 7. Our management group

We have established a management group to oversee animal welfare and well-being within the company. This is led by the Chief Operating Officer of Genus PIC and a member of the Genus Executive Leadership Team (GELT). It consists of representatives from around the company and its component businesses – including leaders, veterinarians, production personnel and sales & marketing staff – who work together to review our performance and identify opportunities for further developing our principles and/or associated practices in line with new scientific knowledge.

## 8. Further information

If you have any questions about this document, or you need any further information, please contact your manager.

## 9. Document Control

### Release History

Version	Date	Owner	Comments
1.3	14 April 2023	J. Foot	Issued