



Animal Welfare Policy



Introduction

As a responsible global food and beverages company, we strive to improve farm animal welfare across our supply chain. We believe that we can continue to grow our business and meet our consumers' needs while meeting our stakeholders' expectations regarding the appropriate standards of care, health and welfare of farm animals in our food production supply chain.

We aim to uphold the principles of animal welfare throughout our agricultural supply chain. This Policy serves as a statement of commitment from Strauss Group, a guideline for the managers and employees in our business, and a promise to our consumers and all others we interact with.

In 2016, we joined the Dairy Sustainability Framework (DSF), a global platform for dairy processors, farmers and other organizations to endorse and advance sustainability, animal welfare and report annually on progress. The DSF framework was developed by the Global Dairy Agenda for Action (GDAA) to provide overarching goals and alignment of the dairy sector globally on the path to sustainability. Strauss is proud to be the first member company from Israel.

Scope

The scope of our Animal Welfare Policy covers all operations of Strauss Group throughout our entire supply chain, including, as far as possible, the relevant performance of our suppliers.

Strauss Group's supply chain include farm animals such as cows that supply milk for our dairy products.

Details

Five Freedoms for Farm Animals

We recognize the internationally accepted "Five Freedoms" standards of care for animals under human control, and promote them with farmers throughout our supply chain:

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 normal/natural behaviour** 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

Sustainable Agriculture

Farm animal welfare is part of our Sustainable Agriculture Strategy. We aim to ensure our suppliers comply with legal requirements in all respects regarding animal welfare. In addition, we have set out clear standards of care that we expect our suppliers to uphold. Where necessary, we assist suppliers in improving their performance in order to meet our guidelines.

We believe good farm animal welfare schemes include issues such as avoiding cow labeling, growth hormones and overall unnecessary medication. It includes animal nutrition and health with responsible use of antibiotics, growing calves together with others in the same age group and environmental aspects as use of resources and pollution, energy efficiency, water recycling and waste management. It also covers the dairy and farm workers working conditions and employee safety.

We work closely with our supply chain partners to ensure they support the high farm animal welfare standards we want to achieve. We perform annual quality and sustainability assessments and work with our farmers on ways to improve performance.

Sustainable Farming

We have developed the "Sustainable Farming" program that offers both structure and flexibility for farmers and now includes various aspects of cow wellbeing and milk quality that offers dairy farms a choice of which of these topics they prioritize according to the size and capabilities of each dairy farm. The program is already in operation at all our dairy farms network in Israel.

We assist our farmers with consulting and audits to help them monitor their progress and make sure they can uphold their commitments.

We offer trainings and support from professional consultants for the farms managers and staff that will allow them to get familiar with innovative methods and new approaches to animal welfare.

Animal testing

Strauss Group does not **by choice** conduct or support any animal tests, directly or through third parties. In order to assess the safety and quality of our products, we use a broad range of methodologies, which does not include any type of animal testing.

Where legal or regulatory requirements require animal tests to demonstrate ingredient safety, we seek to minimize the testing required and the number of animals involved, and we make sure to receive ethical approval from the relevant regulators.

We share our concern regarding the ethical and humane treatment of animals with our suppliers and others in the industry. We encourage the use of alternative testing methods whenever possible.

Compliance

We constantly work to comply with all applicable laws and regulations in all markets in which we operate. At industry level, we collaborate to help raise awareness of animal welfare and promote industry standards.

Our managers are responsible for ensuring the implementation of animal welfare policies and practices with our suppliers and monitoring progress and performance, reporting to their managers and overall Supply Chain leadership at Strauss Group.

We are transparent on the specific welfare standards and will report on a regular basis about the progress made.

Together with our partners, we are committed to invest all our efforts on constant improvement. Therefore, we will keep on challenging ourselves and our partners to this journey by setting ambitious goals and leading the way.

Communication

This Policy is available to Strauss Group employees through our internal internet portal and externally on our corporate website.