



JDE PEET'S

ANIMAL WELFARE POLICY

[March 2023 / version 1.1]

Category: Standard
Global Responsible: Global Procurement Director
Global Accountable: Chief Supply Officer
Version: 1.1

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Local Responsible¹: Procurement Lead
Local Accountable²: Procurement Lead
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PURPOSE

At JDE Peet's we are committed to ethics and integrity. We have high standards which define the way we conduct our business with the purpose to unleash the possibilities of coffee and tea to create a better future. Our codes, policies and values go beyond our legal and regulatory obligations and require all our employees to do the right thing. Because this commitment is at the core of who we are, we also expect that our business partners such as suppliers, agents, consultants and licensees will follow similar standards while working on our behalf to preserve the trust with all of our stakeholders.

SCOPE

Like our customers, JDE Peet's is concerned with the welfare of farm animals used in the group's supply chain and is committed to improving farm animal welfare across our global supply chains. JDE Peet's recognises the internationally accepted "Five Freedoms" for animals.

- Freedom from hunger and thirst by providing ready access to fresh water and food that maintains full health and vigour
- Freedom from discomfort by providing an appropriate environment including shelter and a comfortable resting area
- Freedom from pain, injury or disease by prevention or rapid diagnosis and treatment
- Freedom to express normal behaviour by providing sufficient space, proper facilities, and company of the animal's own kind
- Freedom from fear and distress by ensuring conditions and treatment that prevent mental suffering

We require our direct suppliers of ingredients from animal origin to engage in continuous improvement to promote better standards in quality, safety and animal welfare respecting the Five Freedoms and to comply with applicable national standards on animal welfare and, where legislation does not exist, the guidelines of the World Organization for Animal Health (OIE).

This policy complements our Supplier Code of Conduct that outlines the universal requirements across all Suppliers and supply chain types. In line with these principles, JDE Peet's has adopted the following commitments with regard to animal welfare for its global supply chain, effective across all brands in the JDE Peet's portfolio:

Eggs

By 2027 in Asia and 2025 in the rest of the world, we will require all eggs and egg ingredients used in our products to be sourced from cage-free hens.

Poultry

By 2025, we will require our direct chicken suppliers to provide adequate space maintaining recommended maximum stocking density and to provide enriched environments and litter that meets Global Animal Partnership's standards and is in line with industry accepted guidelines.

Pork

By 2025, we will require all pork ingredients used in our products to adhere to industry recommended practices related to gestation crates, surgical castration and tail docking and the provision of sufficient environmental enrichment materials and litter.

Fish

By 2025, we will require all direct suppliers of farmed fish ingredients for our products to perform regular monitoring of water quality and disease, avoidance of high stocking densities and humane slaughter practices.

Beef

By 2025, we will require all direct suppliers of our beef ingredients to adhere to industry recommended practices including prohibiting surgical castration without the use of painkillers and tail docking while providing sufficient environmental enrichment materials and litter.

Dairy

By 2025, we will require all dairy products sourced for our products to adhere to industry recommended practices related to confinement stalls (veal crates), tail docking, de-budding and castration.

Animal cruelty

JDE Peet's is committed not to support, promote or sponsor any activity or event associated in any way with animal cruelty or mistreatment. JDE Peet's is also committed not to use animals in advertising which could hurt viewer sensitivity while presenting animal cruelty in any mean or form.

Animal testing

JDE Peet's does not routinely test its products on animals nor does it use animal testing to develop conventional drinks such as coffee or tea. In some very rare circumstances, National authorities may require the carrying out of animal tests to demonstrate novel food ingredients safety. At JDE Peet's, we confirm that any such testing should only take place where absolutely necessary, and only as part of the regulatory process to develop products or ingredients with healthcare benefits.

Antibiotics and hormones

Use of antibiotics and hormones and animals must comply with all applicable national laws and specific requirements. The use of antibiotics should be minimised. Antibiotics meant for human purposes are not to be used for animals in food production.



Slaughtering

Slaughtering processes should be set up in such a way to ensure minimal pain, distress, fear and suffering.

Transportation

Animals shall be transported in an ethical manner, ensuring to minimise stress and as efficiently as possible. Animal will not be transported over extremely long distances. During transport, animals must be fed and watered with appropriate frequency.

CONTINUOUS IMPROVEMENT & STAKEHOLDER ENGAGEMENT

We will work with our direct suppliers to establish continuous improvement plans to address these practices to deliver upon the “Five Freedoms” of animal welfare. Through our procurement function, we embed requirements into our procurement processes and track progress against the key performance indicators. At JDE Peet’s we are committed to engaging with suppliers, farmers, industry associations, governments, international organizations, NGOs and other relevant stakeholders to improve our understanding on animal welfare, to adapt our policies and practices as appropriate and foster collective action to address gaps and continuous improvement wherever these are identified.

DOCUMENT HISTORY

VERSION	EFFECTIVE DATE	CHANGES WITH RESPECT TO PREVIOUS VERSION
1.0	April 2022	n/a
1.1	March 2023	Addendum on antibiotics, hormones, slaughtering and transport added.