

ANIMAL WELFARE POLICY

ZERO TOLERANCE FOR ANIMAL CRUELTY

We expect all cow handlers to adhere to proper animal care and handling methods in all circumstances. Adequate and recognized training received by the producers and their farm employees is therefore essential.

In the event of an alleged animal abuse/cruelty situation presented by a credible source, we expect provincial authorities will:

- Suspend milk pickup from the implicated farm and promptly launch an investigation;
- Should a problematic situation be confirmed, suspend the producer's license and notify implicated processors immediately of such a circumstance and provide them with all relevant information; and,
- Prevent milk from an implicated farm from being shipped to any of our plants or to any other dairy processing plant until such time as assurance is provided by a third-party veterinary animal welfare auditor (i.e. a veterinarian with no association to the implicated farm who is trained in conducting animal welfare audits) that there is compliance with the *Code of Practice for the Care and Handling of Dairy Cattle*, and the farm is cleared by the provincial authorities to ship milk.

POLICY: In response to an alleged animal abuse/cruelty situation from a credible source, none of Lactalis Canada's plants will accept milk from an implicated farm until a third-party veterinary animal welfare audit has validated compliance with the *Code of Practice for the Care and Handling of Dairy Cattle*, and the farm is cleared by the provincial authorities to ship milk. Should a Corrective Action Plan be required, it will have to be acceptable to Lactalis Canada and agreed upon in writing by the implicated producer. The plan has to include a precise timeline to rectify deficiencies as well as follow-up audits to validate the implementation of the corrective measures identified.