Ugachick POULTRY BREEDERS LTD	TITLE	**ANIMAL WELFARE POLICY**
	IDENTIFICATION NUMBER	UPBL/PLANT/POLICY/06
	REFERENCE	ISO/TS 34700:2016 Chap 7.10, OIE TAHC,
	PREPARED BY	HACCP TEAM
	EFFECTIVE DATE	05/04/2023
	REVISION DATE	05/04/2025
	VERSION NUMBER	02

The management of Ugachick Poultry Breeders Limited recognizes and accepts its responsibility for the care, treatment and wellbeing of the livestock/poultry in our company. We focus on husbandry practices that will result in enhancing animal well-being and health. All Ugachick team members, as well as our contract growers, have a binding responsibility to respect and treat birds we work with every day in a proper humane manner.

We will, in all cases ensure and guarantee the 5 welfare freedoms including freedom from hunger, freedom from thirst, freedom from pain and injury, freedom from physical and thermal discomfort, ability to express normal patterns of behaviour, follow all applicable regulatory requirements as enshrined in the **Animals (prevention of cruelty) Act, Cap 220** and approved Codes of Practice (OIE TAHC).

The following outlines the general animal welfare principles for all our employees and contractors to follow:

- **Birds will be provided water, feed, proper handling, veterinary care, and a safe environment appropriate to their age and stage of production.**
- Birds will always be cared for in ways that promote bird well-being and minimize chronic pain and suffering.
- Management and handling procedures will be continuously evaluated, and when required, they will be refined or replaced.
- Standard quality practices (SOPs) must be followed for each step of our production system including, but not limited to, egg & day old chicks handling, brooding, growing, laying, and loading.
- Birds will be treated with respect and dignity throughout their lives and, when necessary, provided a humane death, only by trained competent individuals utilizing approved methods.
- Mistreatment, abuse or violence towards our birds will not be tolerated and will result in reprimand.

Animal welfare is the **responsibility of** all employees, contract farm owners, contract farm employees and all other contract-type workers. Supervisors will be held directly accountable, not only for the humane treatment of our birds, but also for the actions of the workers under their direct supervision. Employees (at all levels) are **obligated to immediately stop and/or report any animal welfare violations. Reporting is to be done** to the location manager, supervisor, most senior employee at the time, human resources, or a staff veterinarian. The management of Ugachick assures its employees that the reporting of incidents can be done without fear of reprisals. We are **fully committed to** the humane treatment of the chickens in our care.

Approved by: Executive Director Signature:..... Date 17-06-2025

References: OIE Terrestrial Animal Health Code, ISO/TS 34700:2016 chapter 7.10,
Animals (Prevention of cruelty) Act, Cap 220 3781,
Recommended Code of Practice for the Care and Handling of Farm Animals – Chickens