



**Tanmiah Food Company
Animal Welfare Guidelines**

Tanmiah Food Company has set its high standards to define its Animal raising culture and relationship with animals. Our prime objective is to provide nutritional products complying with ethical implications of poultry production and environmental system.

Tanmiah Food Company is integrated into different sections which include Breeder farms, Hatcheries, Broiler farms and Poultry Processing plants. We are committed to excellence by advancing our supply chain through continuous improvement programs. As a result, it works with all parties involved in its supply chain, including partners, to promote the best animal welfare practices in an integrated and thorough manner.

Our Animal Welfare procedures define our rules for raising, transporting and slaughtering animals, establishing standards, processes and continuous training.

There is a strong relationship among animal care, workplace safety, food safety and quality, and environmental sustainability. They all have a vital role in providing consumers with high quality nourishing food that is produced sustainably and ethically.

Through our actions and communications, we must earn public confidence that the products we make come from animals that have been treated empathetically and humanely.

Tanmiah Food Company is committed to enhance poultry welfare in a manner which is accepted globally as a standard of responsible animal care.

1. **Freedom** from hunger or thirst- Provision of clean and fresh water with a healthy diet that maintains bird health and gives better growth.
2. **Freedom from discomfort**- Provision of suitable housing environment for the birds.
3. **Freedom from pain or disease**- Provision of scheduled medical care through proper vaccination and rapid diagnosing treatment.
4. **Freedom to express normal behaviors**- Availability of required growth space, facilities, and company of the similar species.
5. **Freedom from fear and distress**- Providing favorable conditions and the best treatment that avoids mental discomfort.

We consider poultry welfare as an important segment of our business by focusing in the areas of:

- a. Culture
- b. Accountability
- c. Advancement
- d. Communications

Culture

- Poultry care can be ensured by equipping the staff with knowledge, skills, resources, and workplace culture.
- Clearly defining and enforcing expectations of our people and suppliers regarding animal care, recognizing best practices and taking disciplinary action when required.
- Describing the importance of poultry care in management processes, operating policies and procedures, internal communications and supplier relations.

Accountability

- Establishing strong governance, with senior leaders directly accountable for compliance to the standards and advancing the goals.
- Requiring huge poultry operations and suppliers to adhere. at a minimum, to guidelines under: The Ministry of Environment, Water and Agriculture of Saudi Arabia and SODA.
- Requiring internal audits of the operational facilities by professionals trained as animal auditors and annual third-party audits across the operations.
- Maintaining a good, strong, and open relationship with the dedicated Ministry of Environment, Water and Agriculture of Saudi Arabia and SFDA inspectors and veterinarians at all our processing facilities, and with provincial officials that oversee on-farm animal care.

Advancement

- Developing and implementing a poultry care Strategy that advances our commitments and goals, with measurable targets and outcomes.
- Make strategies with the producing partners and other suppliers to advance high standards of animal care across the supply chain.
- Supporting research that enhances the understanding and advancement in poultry welfare.
- Advocating for regulatory reforms that raise and enforce standards across the industry, including incorporating by reference industry codes of practice into legislation.

Communications

- Communicating regularly and openly to our colleagues regarding strategic commitment of the business towards animal care.
- Developing relations and collaborations with organizations having expertise in animal welfare.