



Date of Issue:
16/09/2026

Supersedes Issue Dated:
12/08/2021

Title: Global Animal Welfare Policy

1. POLICY OVERVIEW & PURPOSE

- Policy Owner: Global Sustainability
- Approver: Global Chief Procurement & Supply Chain Officer
- Version: 2.0

Kraft Heinz is committed to the responsible sourcing of animal-derived ingredients and the humane treatment of animals in its supply chain.

Although Kraft Heinz does not own or operate farms, we work with suppliers who ensure compliance with applicable animal welfare laws and strive to support responsible animal care practices.

This Global Animal Welfare Policy (this “Policy”) outlines Kraft Heinz’s commitment to responsible sourcing of animal-derived ingredients and sets expectations for suppliers regarding the humane treatment of animals.

2. SCOPE & APPLICABILITY

2.1 Who this applies to

This Policy applies to all Kraft Heinz operations, brands, subsidiaries, joint ventures, contract manufacturers, and global suppliers involved in the sourcing of animal-derived ingredients for Kraft Heinz. The term “supplier” refers to Tier 1 (direct) and Tier 2 (indirect) suppliers of products and/or services to Kraft Heinz, and their subcontractors. The term “supplier” includes contractors, external manufacturers, vendors, service providers, labor providers, distributors, licensees, and joint venture partners.

2.2 Species in scope

The standards mentioned in this Policy apply across all animal species in Kraft Heinz’s supply chain, unless otherwise specified. These species include poultry (laying hens, broiler chickens, and turkeys), pigs, cattle (dairy and beef), and aquaculture species.

3. ANIMAL WELFARE STANDARDS

Kraft Heinz recognizes the sentience of farm animals and is committed to their humane treatment and to the continuous improvement of our practices related to their welfare.

Kraft Heinz’s approach is informed by the principles of the Business Benchmark on Farm Animal Welfare (BBFAW) and the “Five Freedoms,” which are internationally recognized principles outlining baseline expectations for animal welfare, and requires its suppliers to support and continuously work toward their implementation:

- Freedom from hunger and thirst
- Freedom from physical and thermal discomfort
- Freedom from pain, injury or disease
- Freedom to express normal behaviors
- Freedom from fear and distress

Kraft Heinz recognizes that animal welfare needs vary by species and production system.



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3.1 Antimicrobials

Antimicrobial use must be under veterinary supervision following clinical diagnosis. Routine use in healthy animals is not permitted. Growth promotion use is not permitted where prohibited by law. Suppliers must comply with national and other applicable regulations. Suppliers can track this by maintaining veterinary-led herd or flock health plans and record, monitor, and benchmark antimicrobial usage.

We encourage suppliers to reduce antimicrobial use through improved biosecurity, vaccination, nutrition, genetics, and housing systems that reduce disease pressure.

3.2 Hormones

Hormone use must comply with national and other applicable legislation, and the use of hormones for growth promotion is not permitted where prohibited by law.

Suppliers are encouraged to phase out production-related hormone use where feasible and align with evolving best practices. Kraft Heinz supports industry initiatives to eliminate growth hormones, such as recombinant bovine somatotropin (rBST), from the supply chain.

3.3 Pain Mitigation

Where painful procedures need to be performed, pain mitigation, such as the use of anesthetics or analgesics, must be used as part of a farm health plan. Procedures should be carried out by trained and competent personnel following veterinary guidance. Suppliers can maintain veterinary-approved pain management protocols, training records, and treatment logs.

Suppliers are encouraged to minimize the need for painful interventions through improved genetics, housing design, and husbandry practices.

3.4 Routine Mutilation

Routine mutilations should be avoided unless legally required or justified on welfare grounds. Where such procedures occur, they must be performed by trained personnel and in accordance with applicable legal requirements. Suppliers can maintain documented justification records, veterinary sign-off, and training records for any procedures performed.

Suppliers are encouraged to eliminate routine mutilations through improved genetics, selective breeding, and system redesign.

3.5 Humane Endings (Slaughter and Euthanasia)

Animals must be provided with a humane death. Effective stunning prior to slaughter is mandatory. Euthanasia must be immediate and humane, in accordance with AVMA (The American Veterinary Medical Association) or OIE (World Organization for Animal Health) euthanasia guidelines across all species. Suppliers can maintain slaughter monitoring systems, stunning effectiveness KPIs, and incident reporting systems.

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Species-specific requirements:

Laying hens: These requirements also apply to the culling of day-old male chicks, a practice that can be prevented in many commercial operations through reliable sexing methods such as in-ovo sexing technology. Suppliers are encouraged to adopt welfare innovations, such as improved stunning technologies and alternatives like in-ovo sexing in poultry systems.

3.6 Transportation

Only animals fit for transport may be moved. Un-weaned, heavily pregnant, or otherwise unfit animals must not be transported. Transport must minimize stress, injury, and suffering across all species. All transportation of live animals must comply with regulatory requirements, with animals provided food, water and shelter at appropriate intervals. Suppliers can maintain transport logs, fitness-to-transport assessments, and welfare monitoring systems.

Suppliers are encouraged to reduce journey times and improve low-stress handling practices during loading and transport.

3.7 Housing and Environment

Animals must not be kept in systems that prevent movement or natural behaviors such as standing, lying down, turning around, or stretching. Animals must be provided with adequate space, ventilation, bedding, and freedom of movement.

Suppliers are encouraged to continuously improve housing systems to enhance comfort, reduce stress, and enable natural social behaviors. Providing animals with a comfortable and safe environment, including ventilation, temperature control, and lighting is in line with the Five Freedoms. Pigs, dairy and beef cattle should not be housed on fully slatted flooring.

Suppliers can maintain documented housing standards, conduct regular inspections, and implement corrective actions where required.

Species-specific requirements:

Poultry: Cage systems are not permitted where commercially and legally feasible. We will source only cage-free eggs¹ in North America² and Europe³, our biggest markets. We will continue to monitor the availability and affordability of cage-free eggs outside of these regions.

Poultry suppliers are encouraged to meet a stocking density target of no more than six pounds per square foot.⁴

¹ Eggs directly sourced

² Countries in scope for North America: USA, Canada

³ Countries in scope for Europe: France, Italy, Netherlands, Spain, UK

⁴ As outlined in the Better Chicken Commitment (BCC)

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Pigs: Sow confinement systems (conventional gestation stalls) are not permitted where alternatives exist; group housing must be used where feasible.

Kraft Heinz is committed to working with pork suppliers to transition pregnant sows from conventional gestation-stall housing to alternative housing systems / gestation-free crates that reduce close confinement and allow freedom of movement and natural behaviors.

Cattle: Tethering systems are not permitted where alternatives exist.

3.8 Environmental Enrichment

Animals must not be kept in barren environments that prevent expression of natural behaviors.

Species-specific examples:

- Poultry: Perches, litter, and nesting materials must be provided.
- Pigs: Rooting and manipulable materials, such as straw, must be provided.
- Aquaculture: Systems must support natural swimming behavior and reduce stress.

Suppliers are encouraged to expand enrichment practices appropriate to each species across all production systems. Enrichment requirements can be embedded in SOPs and verified through welfare audits.

3.9 Health and Veterinary Care

Veterinary oversight must be in place for all animal health interventions. Sick or injured animals must receive timely treatment or humane euthanasia.

Species-specific risks include poultry (respiratory disease), pigs (tail biting), and cattle (mastitis and lameness). Suppliers are expected to implement preventive health systems tailored to species risk profiles. Suppliers must maintain herd or flock health plans, disease monitoring systems, and veterinary reporting structures.

4. IMPLEMENTATION & DUE DILIGENCE APPROACH

4.1 Legal Compliance and Requirements

All suppliers must comply with applicable animal welfare, veterinary, transport and slaughter legislation in all countries of operation. Suppliers are responsible for understanding and maintaining compliance with all relevant legal requirements across their supply chains and are expected to actively monitor regulatory developments to prepare for future animal welfare improvements.

4.2 Supplier Implementation

Suppliers are responsible for implementing this Policy through appropriate management systems, including but not limited to written policies and procedures, risk assessments, documentation and recordkeeping, continuous improvement plans, etc. These systems must be integrated into overall operational management processes and be regularly reviewed for effectiveness.



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Suppliers must provide mechanisms to report concerns, either internally or via Kraft Heinz's Ethics & Compliance Helpline at www.KraftHeinzEthics.com. Failure to address non-compliance may result in suspension or termination of the supplier relationship.

4.3 Due Diligence and Verification

Kraft Heinz may conduct due diligence to assess and monitor supplier compliance with this Policy. This could include supplier onboarding assessments, review of third-party certifications, audits, and ongoing performance monitoring.

Self-Assessment: Kraft Heinz reserves the right to monitor a supplier's compliance with these Principles using supplier self-declarations (i.e., through Kraft Heinz's Third-Party Risk Management portal), questionnaires and/or online assessments.

Supplier Assessment: Where deemed necessary, Kraft Heinz and its designated agents (including designated third parties) will engage in monitoring activities at supplier sites through onboarding or other recognized assessment standards, with reasonable notice. Kraft Heinz reserves the right to conduct additional audits in order to further investigate potential non-compliance with these Principles, review the implementation of corrective actions, or comply with regulator or other third-party inquiries

To support due diligence on animal welfare standards across our global supply chain, Kraft Heinz relies on third-party certifications to verify on-farm conditions and demonstrate supplier compliance with our standards. Suppliers are required to maintain relevant certification to one or more recognized schemes and demonstrate equivalent standards aligned with the Five Freedoms and BBFAW expectations. Where certification schemes are not available or vary by region, suppliers must demonstrate equivalent standards through documented practices and verification processes.

As part of its due diligence approach, Kraft Heinz maintains an accessible and transparent grievance mechanism to allow stakeholders, including suppliers and communities, to raise concerns related to this Policy. All grievances are reviewed and addressed through an internal resolution process. Information on how to access the grievance mechanism is made available via appropriate public-facing channels. Disclosure of grievance-related information aligns with applicable legal, regulatory, or reporting requirements, and does not imply publication of individual grievances.

All Kraft Heinz employees and external stakeholders can access our Ethics & Compliance Helpline, www.KraftHeinzEthics.com, for raising grievances and seeking remedy.

4.4 Stakeholder Engagement

Kraft Heinz may engage directly with suppliers on implementation and compliance, support collective action with local governments, peers, and NGOs in priority regions, and collaborate with third-party verifiers, auditors, and technology platforms.

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5. GOVERNANCE, REPORTING & CONTINUOUS IMPROVEMENT

5.1 Governance, Ownership and Oversight

This Policy is approved by Kraft Heinz's Global Chief Procurement & Supply Chain Officer and is governed through a cross-functional global governance structure. Oversight is provided by a cross-functional committee chaired by the Global Director of Sustainability.

An Animal Welfare Working Group, with representatives from each of our Regions and coordinated by the Global Sustainability team, reports on progress to our cross-functional committee. The responsibilities of the working group include:

- Ensuring effective implementation of this Policy across global operations
- Identifying and managing risk triggers alongside escalation protocols
- Monitoring global regulatory developments and supplier grievance trends
- Consulting with subject matter experts and industry organizations

5.2 Performance Management

Animal welfare performance is monitored through supplier data, audit findings, and key performance indicators. These insights are used to identify risks, drive improvements, and inform sourcing decisions.

5.3 Review and Transparency

This Policy is periodically reviewed to ensure alignment with scientific developments, regulatory changes, production practices, and stakeholder expectations. Progress will be monitored using relevant internal systems and external sustainability disclosures.

6. ALIGNMENT AND DEFINITIONS

6.1 Relationship with Supplier Guiding Principles and other Company Policies

Adherence to this Policy is required by our standard terms and conditions. If we believe any area of this Policy has been breached, we will work with our suppliers to remedy non-compliance until a resolution is found.

Animal welfare is closely linked to other Kraft Heinz policies, including the Global Human Rights Policy, the Global No Deforestation Sourcing Policy, and our Supplier Guiding Principles. We expect all suppliers sourcing materials (e.g. animal-feed or other ingredients) that support the growth and care of animals to do so in compliance with these policies.

- [Global Human Rights Policy](#)
- [Global No Deforestation Sourcing Policy](#)
- [Supplier Guiding Principles](#)

Title: Global Animal Welfare Policy**6.2 Definitions and Glossary**

Term	Definition
Traceability	The ability to trace a product's supply chain back to its source of origin (e.g. farm) with sufficient spatial and legal detail.
Verification	An independent, third-party confirmation that suppliers meet this Policy's requirements on animal welfare, traceability, and legality.
Corrective Action Plan (CAP)	A time-bound plan developed in response to non-compliance, outlining actions, responsibilities, and deadlines for resolution.
Due Diligence	The process of identifying, assessing, and mitigating risks across the supply chain.
Certification	An animal welfare certificate is a document that verifies a farm or business meets specific standards for the humane treatment of animals. These certifications help ensure that animals are raised in a healthy, comfortable, and safe environment, with opportunities to express natural behaviors and are free from unnecessary suffering.
AVMA	The American Veterinary Medical Association
OIE	World Organization for Animal Health
Non-Compliance	A breach of standards, guidelines or requirements relating to this Policy.
Antimicrobials	Antimicrobials are substances, such as antibiotics, that are used to prevent or treat diseases in animals.
Hormones	Hormones may be used to promote growth, increase milk production, or control reproductive cycles, but their use can raise animal welfare concerns if not managed properly.
Anesthetics and Analgesics	Pain-relieving medications or substances used to alleviate pain, discomfort, or distress in animals and their use is an important aspect of animal welfare, particularly in situations such as surgery, injury, or disease management, to minimize animal suffering and promote humane treatment.
Tethering	The practice of restraining an animal by a rope, chain, or other device, which can limit its movement and freedom.
Stocking Density	Refers to the number of animals kept within a given area. High stocking densities may compromise animal welfare by increasing stress, disease transmission, and competition for resources, while low stocking densities can support better living conditions and animal well-being.