



**Animal welfare policy
of
Sphera Franchise Group SA
and its Subsidiaries**

At Sphera, animal welfare is a key element in the process of providing food to our consumers.

We remain committed to the continuous improvement of well-being at all stages of our supply chain.

Compliance with the legislation is a key component of our policy, which is why we ask suppliers to comply with all applicable local laws, regulations, and codes of conduct.

More information about our actions is available here:

- [**SUPPLIER CODE OF CONDUCT POLICY**](#)

In our process of continuous improvement, we advocate for animal welfare along the supply chain, namely:

Lack of hunger or thirst through immediate access to fresh water and a diet to fully maintain health and vigor.

Lack of discomfort by providing a suitable environment, including shelter and a comfortable resting area.

Lack of pain, injury or illness through rapid prevention or diagnosis and treatment.

Freedom to express normal behavior by ensuring sufficient space, adequate facilities, and the company of peers.

Lack of fear and suffering by providing conditions and treatments to avoid mental stress.

SCOPE, KEY AREAS AND APPROACH

When it comes to our footprint, we rely on poultry, beef, and pork as key ingredients in animal protein. We will try to focus as much as possible on key areas to stimulate leadership, as well as progress in working with our suppliers.

These key areas include:

- Reduced mortality rates.
- Increasing animal health by minimizing the use of necessary medicines, especially antibiotics.
- Animal mobility and foot health problems in poultry.
- Reduce stress, improve behaviors, and minimize painful procedures.

We will work with our suppliers to ensure the continuous improvement of these areas and we will ensure that animal welfare remains an essential component of the supplier selection process.

- At the local level, we will work with our suppliers and key partners to increase the availability of sources of eggs that do not come from poultry raised in cage batteries to fully switch to eggs that do not come from poultry raised in cage batteries by 2030. However, we are committed to working with our stakeholders to achieve this goal, and we will disclose our progress, but we will also update our policy as we move forward, to maintain our transparency in both the challenges we face, as well as the progress we make.
- We will continue to collect data and work with our industry-wide suppliers and partners to make progress across the entire egg supply chain.
