

JORDANES AS

ANIMAL WELFARE POLICY

Approved by the Jordanes Board December 2024.

Responsible: ESG department

Purpose

Jordanes aims to contribute to improved animal welfare through both purchasing practices and political influence.

Scope

This applies to all new policies and revisions of existing policies across all subsidiaries at Jordanes AS ("Jordanes" or the "Company").

Purchasing

Jordanes is a relatively small player in the market for white and red meat but can influence stakeholders and put pressure on suppliers through certain positions in some raw material and finished product markets.

Political Influence

Jordanes can work politically with the Parliament and Government to gradually improve the welfare and well-being of livestock.

Ambition

We believe that meat production must have stricter legal requirements.

This can be achieved by:

- Advocating for our prioritized animal welfare goals with public authorities.
- Working to ensure that the Norwegian Food Safety Authority receives more resources for inspections.

Animal Species

- **Pork** is the largest meat raw material for Jordanes, both as an input in production and as an ingredient in finished products. There is very little free-range or organic raw material, where the animal welfare requirements are stricter, available in the market. The small amount that exists is not priced in a way that allows for its use at this time. Therefore, Jordanes will work politically and with suppliers to promote pig welfare so that all conventional production faces stricter animal welfare requirements.
- **Our prioritized and future industry requirements for pigs:**
 - More space available per pig (minimum 50% increase in space for each weight class).
 - Access to soft bedding.
 - A higher proportion of roughage with nutritional value, not just straw.
 - Outdoor access (at least 12 hours daily).

- Birthing pens (minimum 7.5 m² and no confinement).
- **Poultry** is a raw material increasingly used by Jordanes, both as an ingredient in production and in finished products purchased for the catering and retail markets. There are increasingly good alternatives to fast-growing chickens (Ross 308), now that more producers, in addition to the well-established Norsk Kylling with Hubbard, are transitioning to slower-growing breeds. For chicken, it will be more challenging to change the raw material for finished products purchased from external suppliers than for raw material used in in-house production. However, Jordanes aims to pressure its suppliers to accelerate the transition to slower-growing breeds and, as a last resort, replace suppliers that do not show sufficient progress in this area.
 - Finsbråten and Leiv Vidar will use slow-growing chicken in all production of their own products (labelled Finsbråten or Leiv Vidar) as of June 2024.
 - All Jordanes companies will work towards the use of slow-growing chicken in products purchased ready-made from suppliers and continuously monitor progress in transitioning to slow-growing chicken.
 - All chicken products in Jordanes should be produced from slow-growing chickens by 2026, and as a last resort, suppliers using fast-growing chickens must be replaced.
- **Beef** is used very sparingly in in-house production but is included in some finished products purchased from external suppliers. As with pigs, there are few alternatives to conventional raw materials at present, so Jordanes believes that it is most effective to work politically and with suppliers to improve the welfare of all cattle.

Our prioritized and future industry requirements for cattle:

- Requirement for loose housing in barns by 2034, which is the current deadline for the requirement.
- Grazing for cows, not just access to an outdoor yard. Outdoor time is required as of 2024 but not grazing.
- Bulls without access to grazing should have access to an outdoor yard. Outdoor time is not required for bulls as of 2024.
- Bulls housed indoors should have access to soft and dense bedding.
- Cows and calves should be allowed to stay together after birth.

Supplier Selection

Jordanes subsidiaries will actively seek and make supplier choices based on differences in animal welfare within realistic commercial constraints. By choosing suppliers that, in addition to legal requirements, have their own higher standards for animal welfare, Jordanes subsidiaries can influence the suppliers. The largest raw material suppliers have agreed that unannounced audits can be conducted at the producer's site, and at least one such audit should be conducted annually by Jordanes subsidiaries .

Sources

<https://dyrevern.no/content/uploads/2023/11/Storfe-og-meieri-leverandorkrav-1.pdf>

<https://dyrevern.no/content/uploads/2023/11/Svin-leverandorkrav.pdf>

This policy has been developed in accordance with the Jordanes ESG Policy-Making Procedure.

Version control

Valid from	Revision category (new/updated/wording)	Description important changes
December 2024	New	
Desember 2025	Updated	Changes made in line with changes in Jordanes Group organization