

Sample Language: Animal Welfare Policy

As animal caretakers, all employees of [Company] and all individuals holding contracts with [Company] have a moral and ethical obligation to provide humane treatment to animals in their care. Willful abuse, cruelty and/or neglect are unacceptable and will not be tolerated. Willful acts of abuse or neglect are defined as acts outside of normally accepted production practices that intentionally cause pain and suffering including, but not limited to:

- Intentionally applying prods to sensitive parts of the animal such as the eyes, ears, nose, genitals or rectum. Excessive prod use could qualify as a willful act of abuse.
- Malicious hitting/beatings of an animal. This includes forcefully striking an animal with closed fist, foot, handling equipment (e.g. sorting board, rattle paddle, etc.), or other hard/solid objects that can cause pain, bruising or injury.
- Driving pigs off high ledges, platforms or steps while moving, loading or unloading (animals are falling to the ground).
- Dragging of conscious animals by any part of their body except in the rare case where a non-ambulatory animal must be moved from a life threatening situation. Non-ambulatory pigs may be moved by using a drag mat.
- Purposefully dropping or throwing animals.
- Causing physical damage to the snout or tusks of a boar as a means to reduce aggression (this excludes nose ringing and tusk trimming).
- Failure to provide food, water and care that results in significant harm or death to animals. This includes the intentional failure to provide food, water or care that falls outside of normal husbandry practices and would reasonably be considered neglect.

If you are unsure about what constitutes correct and humane animal care, it is your responsibility to seek assistance and guidance from a supervisor.

If a willful act of abuse, cruelty or neglect is observed, the observer should immediately report the incident to the farm manager, the production manager or a [Company] veterinarian within 48 hours of the incident.

Any individual who 1) is found to have committed a willful act of animal abuse, cruelty or neglect, or 2) witnesses an act of animal abuse, cruelty or neglect and fails to report the incident as outlined herein, will be immediately terminated and the matter will be referred to the applicable county attorney for a determination by this official as to whether or not any laws have been violated.

I acknowledge that I have read and I agree with [Company] animal welfare policy as outlined above.

Name (printed): _____

Signature: _____ Date: _____