

ANIMAL FEED POLICY

Introduction:

75 years ago; guided by the conviction that the pleasure of sharing high quality products formed life treasured moments known as “the salt of life”, Robert Labeyrie put on our table’s incomparable flavours from “terroirs” with precious know-how.

Today we have that same conviction, but our world is forever evolving. Our planet's resources are limited, and we know that the quality of our food is closely linked with the quality of our environment and our well-being.

If we want to continue to awaken the taste buds of future generations, we must also awaken our own consciousness and that of the consciousness of others around us, thus making the relationship of INTENSE PLEASURE & RESPONSABILITY possible.

That's why working together with our colleagues, partners and consumers, we want to redefine this vision of pleasure we have inherited which drives us.

We want to share a responsible passion for food, one that has been developed via our 3 pillar CSR approach:

PRESERVATION of the ecosystems we interact with,

MASTERY of our processes and know-how through everyday virtuous practices,

RESPECT of the men and women who produce, process and consume our products.

Our mission, as a group is to give as many people as possible the keys to responsible pleasure consumption. Our “raison d'être” is to share a responsible passion for food.



As a responsible group, Labeyrie Fine Foods (LFF) has defined its requirements for all aspects of sustainable development. We are particularly aware of the impacts of our procurement and the services we use.

Animal Feed is paramount to maintain and guarantee the quality of our raw materials. Providing animals with adequate, balanced diets is essential to protect their health and welfare. We recognise that there are various social and environmental impacts associated with the production of animal feed.

As a major player in the food industry, we are committed to ensuring high quality standards for our raw materials sourcing and improving practices throughout the whole value chain.

This policy details our commitments towards responsible animal feed production, with the maturity and specificity of each farming or aquaculture sectors in which we operate duly considered. It is to be read in conjunction with our Supplier Ethical Code of Conduct.

Firstly, and in order to have the greatest impact, we will focus our efforts on animal feeds used by our strategic farming and aquaculture sectors (farmed duck, salmon & trout and shrimp).

This policy covers:

- The current and group requirements we expect from our suppliers
- Our 2021-2030 commitments for our strategic feed ingredients

1. Quality, Safety and Traceability

Our requirements: Animal feed must be safe, healthy, and traceable, it is an essential criterion in our partnerships with our suppliers.

We expect feeds to be produced as laid out by the EC regulations ((CE n° 767/2009, CE n° 1831/2003, et CE 183/2005).

Where European regulation are not applicable in the importing/exporting countries, the following rules will apply:

- All feed ingredients suppliers must operate under an effective food safety management system (HACCP)
- Feed production must comply with the requirements of all local, national and international laws and codes of practices. Suppliers must have systems in place to manage critical legal aspects to ensure compliance with legislative requirements (both current exporting countries and EU legislation).
- Fully transparent and traceable ingredients and supply chains.

2. Composition

Our requirements: No ingredients from the LFF blacklist

LFF Blacklist:

- LFF do not permit the inclusion of the following ingredients :
 - o Hormonal growth promoters
 - o Antibiotics as digestion enhancers or growth promoters
 - o Colouring agents and pigments other than those specifically approved for the purpose: levels must be confirmed, and inclusion must be within legal limits for each additive.
 - o Substances likely to cause tainting of the flesh
 - o Although authorised by the EU, as a control measure to reduce unacceptable level of undesirable substances, we do not accept closed loop feeding of species (salmon oil to salmon, eggs to chickens etc.)

Feed manufacturers must guarantee they have measures in place to eliminate cross contamination of feed destined for LFF with any of the above ingredients or compounds.

3. Ethical Trading

Our requirements: 100% of feed manufacturers (feed of strategic categories namely duck, salmon & trout and farmed shrimp) having signed our Ethical Trade Code of Conduct for Suppliers

4. Animal Health and Welfare

Our requirements: Animal Feed must be tailored to the nutritional needs of the targeted species.

5. Environmental impacts

Our requirement: 100% of suppliers committed to reducing environmental impacts or in a progress approach by 2023

We expect our feed suppliers to support our action plan in order to

1. Put an end to the import and export of products contributing to deforestation in our sectors.
2. Protect the sustainability of marine ingredients and engage in certification or improvement programmes (100% certification by 2030)
3. All our Ducks and Salmon are fed on GMO free diets. We favour the use of GMO-free ingredients however the subject of non-GM animal feed ingredients is very complex. We are working with our suppliers to grow our offerings and meet the growing consumer and customers' expectation, to access products from animals fed without GMOs.

6. Innovation

LFF also commit to fully support customers with specific own brand feed specifications and time bound targets, working together to achieve shared values and improvement of sustainability and animal welfare practices within our joint supply chains

LFF encourages the use of sustainable novel ingredients in animal feed diets and will evaluate developments in alternate sources of feed ingredients e.g., algal oil; protein sources derived from farmed insects, seaweed and bacterial protein meal produced from methane fermentation.

Such material will be considered on a case-by-case basis as responsible alternative to conventional sources (such as fish meal /fish oil and soy protein concentrate) with consumer acceptance in mind and must not be used without LFF consent.

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