

Meiji Group Farm Animal Welfare Policy

We, Meiji Group, conduct our sourcing activities with an awareness of our social responsibility, recognizing that our business operations originate from the bounty of nature. In addition to consideration for human rights and the environment, we recognize that placing importance on the dignity of life and humane treatment of farm animal in our supply chain and pursuing the improvement of animal welfare is a critical social issue in sustainable sourcing activities.

We support efforts to promote the five freedoms* set forth by the International Office of Epizootics (OIE) as guidelines for animal welfare in order to co-exist better with farm animal.

- *The five freedoms:
- 1) Freedom from hunger, thirst and malnutrition
 - 2) Freedom from fear and distress
 - 3) Freedom from physical discomfort or heat stress
 - 4) Freedom from pain, injury and disease
 - 5) Freedom to express normal patterns of behavior

For domestic raw milk, a key raw material for our business, we will promote the improvement of animal welfare for dairy cows within the following concepts.

1. Nutrition

In order to promote growth and health maintenance for dairy cows, it is important to provide them with good quality feed containing appropriate nutrients in accordance with their growth stage and milk production volume, as well as good quality water in appropriate volumes.

We believe it is appropriate to strive to ensure that all dairy cows have sufficient access to the nutrients and water they need in accordance with the rearing methods and the number of cows with consideration to feed and water supply facilities offering easy access.

2. Barn Environment and Stocking Space for Dairy Cows

In barn environments, it is important to create conditions in which dairy cows can live comfortably.

We believe that it is appropriate to pursue comfort for dairy cows, taking actions like providing good ventilation in barns and combating heat in summer.

Overcrowded stocking spaces can interfere with animal behaviors such as movement, resting, feeding and drinking, and can lead to illness and injury.

Our position is that it is appropriate to provide sufficient stocking spaces in keeping with rearing methods to allow dairy cows to behave in a purpose-suited way.

3. Management Methods

In order to make sure that dairy cows can enjoy a comfortable farm animal environment, it is important to always keep track of their health status.

It is appropriate to make efforts to observe the health of each dairy cow, especially calves and dairy cows before and after calving, to place them in an environment where they can be observed more easily, and to prevent the occurrence of illness and injury.

(1) Measures against illness, accidents, etc.

Daily farm animal management is of the utmost importance in preventing the occurrence of illness and injury. After identifying a dairy cow that may be sick or injured, it is necessary to isolate it and provide prompt treatment as much as possible.

Treatment with antibiotics should be at minimal required levels under the guidance of a veterinarian or other health care provider.

If the decision is made to euthanize a dairy cow on the farm, we believe that the dignity of life should be respected to the maximum extent possible, and appropriate measures should be taken under the guidance of a veterinarian and other professional to cause as little suffering as possible.

(2) Dehorning

Dehorning is an important measure to reduce aggression in dairy cows and to ensure the safety of caretakers; despite that, we recognize that it is a painful and stressful activity for dairy cows.

When dehorning a calf, we believe it is better to use methods causing as little pain as possible under the guidance of a veterinarian and other professional, and to use anesthetics and painkillers as necessary.

In order to minimize the stress caused by dehorning, it is appropriate to implement the procedure before the horn is fully formed, as well as to carefully observe a dairy cow after the procedure, and to promptly treat it if any festering is observed.

(3) Tail docking

A common practice is to dock (cut off) the tail of a dairy cow to prevent body and udder contamination, and therefore contamination of its milk. The practice also helps prevent injury to the caretaker inflicted by the tail.

However, tail docking can cause stress to a dairy cow as it is less able to fend off pests. Therefore, we believe it is preferable not to dock a tail except in an unavoidable case.

(4) Transporting dairy cows

When transporting dairy cows, it is important to maintain their health and safety, ensure careful handling, and keep them out of unpleasant environments.

Our policy is to take appropriate measures in their transportation in order to reduce their stress during these processes as much as possible. This includes planning and preparing in a way to shorten transportation times as much as possible.

In order to maintain the health of dairy cows, we must ensure that they can live comfortably. To that end, it is necessary to have daily, detailed health management and to refine the farm animal environment.

We will continue to help reduce stress and improve comfort for dairy cows by proactively making farm visits and engaging producers in dialogue to take actions suited to the animals.

Our goal is to realize a sustainable dairy industry through proactive, broad messaging to our customers informing them about the importance of animal welfare. We also seek to achieve this by promoting industry-wide efforts to improve animal welfare in cooperation with various organizations in the dairy industry, including producers.

Established in September 2021