



MARTIN FAMILY FARMS ANIMAL WELFARE STATEMENT

Martin Family Farms has a zero tolerance policy towards the mistreatment of animals through abuse or neglect. We understand that it is our moral and ethical obligation to treat animals humanely. This responsibility to the animals extends to all of our employees, contractors and other stakeholders who interact with animals under our care.

Each person shall make proper animal care and handling a top priority for their job. This includes, but is not limited to, the following:

1. Providing sufficient feed and water to meet the animals needs.
2. Managing environments to prevent exposure to temperature extremes.
3. Moving animals utilizing low stress techniques.
4. Prompt identification and treatment of sick animals.
5. Maintaining accurate and complete treatment records.
6. Proper use of vaccines and medications.
7. When necessary, proper procedure for euthanasia and disposal of animals.
8. Post Mortem animals need to be respected in a manner as if they were alive.

These above items are covered in detail in either PQA+ (Pork Quality Assurance Plus) or TQA (Transport Quality Assurance). These are both industry standard programs which MP3 Farm fully supports and expects employees, contractors and other stakeholders to conform with.

Under no circumstances will abuse or neglect of animals be tolerated or condoned. Such abuse or neglect may result in disciplinary action up to and including termination of employment or contract privileges. We recognize the possible criminal implications of non-compliance with this policy and reserve the right to assist law enforcement in any criminal investigation against any employee, contractor or stakeholder, current or former, as it relates to accusations of animal abuse or neglect.

The following are examples of animal abuse and neglect that are not tolerated by MP3 Farms:

1. Excessive use of force and/or aggression that includes, but is not limited to; punching, kicking, improper use of sort boards, paddles etc, use of sharp objects (such as clothes pins, pens, wire etc) and use of objects not designed for animal handling (such as gate rods)
2. Failure to immediately euthanize any suffering animal with no prospect for recovery using methods outlined in the MP3 Euthanasia Action Plan(s).
3. Failure to seek assistance for sick or suffering animals.
4. Malicious use of any object, substance or material causing unnecessary pain and suffering.

Employees, contractors and other stakeholders are not just responsible for their own actions as they relate to this policy. If at any time you either witness or have knowledge of an incident that involves animal abuse or neglect you are responsible to report the incident immediately to a supervisor, **or** a member Martin Family Farms Management.

Any questions regarding this information should be directed to your immediate supervisor or a member of Martin Family Farms Management.

I hereby acknowledge I have read, understand and agree to abide by this document.

Employee, Contractor, Stakeholder; _____ Date: _____

Martin Family Farms Representative; _____ Date: _____