Animal Welfare Policy

The management of ISA North America, Hybrid Turkeys and Hendrix Genetics recognizes and accepts its responsibility for the care, treatment and wellbeing of the livestock in our company. We will, in all cases, follow all regulatory requirements and approved Codes of Practice. (Reference 1, 2)

The following outlines the general animal welfare principles for all employees and contractors to follow:

- Birds will be provided water, feed, proper handling, veterinary care, and a safe environment appropriate to their age and stage of production.
- Birds will always be cared for in ways that promote bird well-being and minimize chronic pain and suffering.
- Management and handling procedures are continuously evaluated, and when required, they will be refined or replaced.
- Standard quality practices (QP’s) must be followed for each step of our production system including, but not limited to, egg & hatchling handling, brooding, growing, laying, euthanasia, insemination and loading.
- Birds will be treated with respect and dignity throughout their lives and, when necessary, provided a humane death, only by trained competent individuals utilizing approved methods.
- Mistreatment, abuse or violence towards our birds will not be tolerated and will result in termination of employment or contract. These acts may also lead to charges being laid under the Criminal Code of Canada for cruelty to animals and/or provincial charges by the Ontario Society for the Prevention of Cruelty to Animals.

Animal welfare is the responsibility of all employees, contract farm owners, contract farm employees and all other contract-type workers. Supervisors will be held directly accountable, not only for the humane treatment of our birds, but also for the actions of the workers under their direct supervision.

Employees (at all levels) are obligated to immediately stop and/or report any animal welfare violations. Reporting is to be done to the location manager, supervisor, most senior employee at the time, human resources, or a staff veterinarian. The management of ISA North America, Hybrid Turkeys and Hendrix Genetics assures its employees that the reporting of incidents can be done without fear of reprisals.

We are fully committed to the humane treatment of the chickens and turkeys in our care.

David Libertini
Managing Director

July 15, 2014

References:
1. Recommended Code of Practice for the Care and Handling of Farm Animals – Chickens, Turkeys and Breeders from Hatchery to Processing Plant : Canadian Agri-Food Research Council.
2. Canadian Veterinary Medical Association Guidelines on Euthanasia