

# ANIMAL WELFARE PROGRAM



Sysco's Animal Welfare Program assures Sysco conducts business only with suppliers committed to the ethical treatment of livestock animals. All Sysco brand meat and poultry harvest plants are required to pass an animal welfare audit conducted by a Professional Animal Auditor Certification Organization (PAACO) certified auditor. The PAACO certified auditor audits the facility's animal welfare practices against established regulatory animal welfare standards and industry best practices.

Sysco Food Safety & Quality Assurance (FSQA) professionals will further verify compliance to Sysco's Animal Welfare Program requirements through routine evaluations of Sysco Brand suppliers. Several Sysco FSQA Professionals are PAACO certified and use this expertise in their routine audit evaluations.



**ENSURING FOOD SAFETY, QUALITY,  
& SUPPORT *with each delivery***

## PAACO CERTIFICATION

PAACO is the industry leading organization on livestock, dairy and poultry that provide sound animal care on commercial farms and harvest plants. PAACO's mission is to promote animal welfare through auditor training and audit certification. PAACO certified auditor must pass a minimum education level with combined relevant experience in the industry. Auditors must attend onsite training with hands-on learning and pass an exam with minimum score set by the PAACO Board of Directors. After attaining a passing exam score, trainees will need to perform a set number of shadow audits, according to their species. Shadow audits are a review of auditor performance and must be performed with a PAACO certified auditor of the same species. Auditor performance from shadow audits are then sent to PAACO where they are reviewed by staff. All the shadow audits must be completed within one year of training date. Once all required shadow audits are performed and accepted, the trainee becomes a PAACO certified auditor in that specific species and is listed on the website as such. Auditor certification is valid for one year from the certification date. Annual recertification is needed to remain a PAACO certified auditor.

## SUPPLIER REQUIREMENTS

At Sysco, we are advocates for the humane handling of livestock and poultry. We strive to ensure that proper procedures are maintained by Sysco brand suppliers. To us, good animal welfare practices go beyond government mandates and program directives. We consider them to be a part of our commitment to responsible sourcing and to connecting the world to share food and care for one another.

The main emphasis of Sysco's Animal Welfare Program is to support the [Sysco Animal Welfare Policy](#), implement industry best practices and continuous animal welfare improvements. We require that our suppliers establish internal controls for animal welfare performance and to comply with Sysco's Animal Welfare Policy. If suppliers fall below minimum animal welfare standards or below expectations of the Sysco animal welfare requirements, immediate corrective actions must be taken to meet requirements.

## NON COMPLIANCE & CORRECTIVE ACTION

Willful acts of abuse against animals are illegal. Suppliers are expected to report all suspected animal abuse incidents to authorities and immediately notify Sysco's Quality Assurance group at 281.584.1350 of any instances of abuse or non-compliance to this policy in their supply chains. When instances of noncompliance with our animal welfare standards are identified, we work with suppliers to develop and implement corrective actions. If a supplier is unable or unwilling to make measurable improvements, appropriate follow-up actions will be determined. These may include temporary suspension of business with a supplier or, if warranted, termination of a supplier's contract.

