

ANIMAL WELFARE POLICY

Responsible sourcing is essential to Sebastians Cafes and central to our mission of operating with integrity. We recognize that responsible sourcing includes humanely produced animal products. The following commitments address a range of animal welfare issues affecting egg, dairy, and meat production, including confinement, painful procedures, and rapid growth.

Supplier Expectations

As a premier foodservice provider, Sebastians Cafes purchases a wide variety of egg, dairy and meat products from various suppliers. Animal Welfare Principles and Policy complement and build upon the company's North American Supplier Code of Conduct. To ensure effective implementation of principles and commitments and to maintain supplier accountability, Sebastians Cafes will:

- Source from suppliers who are demonstrating progress.
- Engage our employees and suppliers to understand animal welfare issues.
- Incorporate our principles and policy into all contracts, RFIs, RFPs, etc.
- Require 3rd party documentation demonstrating that suppliers meet or exceed our expectations
- Require annual supplier data progress reports.

Purchasing Policy – Commitments

The following commitments address a range of animal welfare issues affecting egg, dairy, and meat production, including confinement, painful procedures, and rapid growth.

- **Shelled Eggs/Liquid Eggs:** We commit to transitioning our purchasing to only cage-free shelled eggs by 2025. As of 2022 we have achieved a success rate of 95%.
- **Liquid / Processed Eggs:** We commit to transitioning our purchasing to only cage-free shelled eggs by 2025. As of 2022 we have achieved a success rate of 86%.
- **Pork:** We will transition to 100% reduced-crate pork by 2025. We remain committed to eliminating gestation crates in our supply chain and will work on a plan to achieve this by working with our suppliers, industry, and animal welfare organizations.
- **Chickens:** Sebastians Cafes is calling on producers, processors, and suppliers to implement additional humane conditions to treat broiler chickens. This includes asking our supply chain to take the following actions by 2025, or sooner if possible, based on the Better Chicken Commitment.
 - Transitioning to strains of birds based on measurably improved welfare outcomes.
 - Reducing maximum stocking density to equal to or less than 30 kg/m² or 6 lbs./sq. ft.
 - Providing chickens with enriched environments including hay bales, perches, litter and lighting.
 - Rendering chicken's unconscious prior to shackling using Controlled or Low Atmosphere Stunning.

We will work with our suppliers to ensure certification under Global Animal Partnership's 5-Step Animal Welfare Rating Program or seek third party verification of these practices based upon criteria that meet GAP standards.

- **Dairy/Beef:** We are committed to working with our suppliers to address issues of pain relief for disbudding and castration procedures, and eventual elimination of tail docking and dehorning. We work with suppliers on ensure the responsible use of hormones and feed additives, and strive toward eliminating the use of recombinant bovine growth hormone (rBGH or rBST).
- **Ducks and Geese:** We commit to eliminate the purchase of all Foie Gras. We remain committed to this position.
- **Turkeys:** We continue to work with our suppliers to address animal welfare issues associated with genetic selection for fast growth and support eliminating slaughtering systems that use live dumping and shackling.

Sebastians Cafes is proud to partner with the Humane Society of the United States—the country's leading animal protection organization—in developing this policy.