

Animal Welfare

Assurance of Food production (page 30)

- **The Red Tractor Mark¹:** Introduced in 2000, the mark seeks, amongst other things, to assure consumers that basic animal welfare standards have been met in food production. The retail value of food carrying the Red Tractor Mark reached £10 billion in 2009², with some 75,000 UK farmers now accredited.

In the UK, 10 farm assurance standards are covered by the Red Tractor Mark in connection with the production of beef, lamb, pork, chicken and milk products³. Independent third-party auditors are used to check compliance.

- **Elmwood Standards:** Elmwood is The Co-operative's own higher welfare standards, currently in place for broiler chickens and turkeys. They exceed base-level farm assurance standards (eg, with regard to stocking density, environmental enrichment and diet). In many respects the standards are comparable to Freedom Food standards⁴, and, in the case of poultry, exceed them with respect to provision of natural light⁵.
- **RSPCA Freedom Food:** The scheme signifies higher animal welfare standards than the Red Tractor Mark or Quality Standard Mark. Five 'freedoms'⁶ are sought across the food chain, from birth to slaughter, and the Freedom Food certification mark can be used only on products that have been produced via an approved supply chain. Preference is given, where feasible, to Freedom Food ingredients in the formulation of premium-range products⁷.
- **Free-range:** EU egg and poultry meat marketing standards stipulate minimum requirements for products to be labelled as free-range. These contain animal welfare provisions, which include: birds' daytime access to open-air runs; fixed indoor stocking densities; and, for birds produced for meat, minimum slaughter ages.
- **Organic (Soil Association/Organic Farmers and Growers):** Organically produced meat and dairy produce comes from animals reared without the routine use of drugs, antibiotics and wormers permitted in intensive livestock farming and with access to range outdoors on land free from chemicals and non-organic fertilisers. Organic products account for a small proportion of annual meat and dairy product sales.
- **Traditional breeds:** Preference is given, where feasible, to ingredients produced from animals reared in traditional breed systems in the formulation of premium-range products. Traditional breeds are indigenous to a certain area and are well adapted to the local conditions and climate. They possess traits such as disease resistance, high fertility and good maternal qualities; are slower-growing animals producing fewer numbers of young; and are less susceptible to health problems that can affect modern breeds. To date products have been sourced from Scottish Aberdeen Angus breed cattle, Bronze breed turkeys Hampshire breed pigs.

Diversity

Accounting (page 51)

- **Reporting periods:** Due to the publication date of the Sustainability Report 2009, which is earlier than in previous years, diversity data reported relates to: Trading Group – end of period 11 (7 November 2009); CFS – end of period 11 (14 November 2009); Britannia – end of month 10 (31 October 2009), and will not therefore be directly comparable to previous years, when data related to the end of period 13. In addition, due to a problem in the Trading Group's human resources information system, it is not possible to report on ethnicity and disability data from this source. Topline figures for employee ethnicity and disability are available from the demographic data generated by the Trading Group's employee attitude survey, Talkback, but a management/non-management, or Trading Group business area breakdown is not available from this source. Responses to Talkback were made between 14 September 2009 and 2 October 2009.

Workforce composition (page 52–53)

- **Trading Group ethnicity data:** Most recently available figure relates to 2008, due to a problem in the Trading Group human resources information system CFS ethnicity data.
- **Ethnicity data:** Completeness of ethnicity records for former CFS employees is 73% (2008: 77%) whilst completeness of ethnicity records for former Britannia employees stands at 95% (2008: N/A).
- **CFS disability data:** Completeness of disability records for former CFS employees is 73% (2008: 77%) whilst completeness of disability records for former Britannia employees stands at 95% (2008: N/A).
- **Proportion of employees and managers from ethnic minorities:** Ethnicity data has, in previous years, been drawn from the human resources information system (47% complete in 2008), but due to a problem in the system, this was not possible in 2009. Instead, data has been drawn from the Trading Group employee survey, in which 75% of employees responded on their ethnicity. The Trading Group and CFS figures for the proportion of employees and managers from ethnic minority groups are expressed as a percentage of records held on ethnicity for employees and managers. All employees for whom records are held, but who have chosen not to disclose their ethnicity, are recorded as not being from an ethnic minority group. For former CFS, 'manager' is taken to be any employee paid £20,800 or more (excluding Co-operative Insurance Financial Advisers, who receive the majority of remuneration on the basis of commission).
- **2008 Trading Group employees from ethnic minority groups:** In the 2008/09 Sustainability Report, the 2008 figure (7%) for the proportion of Trading Group employees from an ethnic minority was taken from data from the human resources information systems. This 2008 figure is presented alongside that taken from data from the 2008 Talkback demographic data (presented in brackets) for comparison with the 2009 figure.

- **Proportion of disabled employees:** Disability data has, in previous years, been drawn from the human resources information system (43% complete in 2008), but due to a problem in the system, this was not possible in 2009. Instead, data has been drawn from the Trading Group employee survey, in which 74% of employees responded on disability. The Trading Group and CFS figures for the proportion of disabled employees are expressed as a percentage of records held on disability for employees.

In the 2008/09 Sustainability Report, the 2008 figure (0.8%) for the proportion of Trading Group disabled employees was taken from data from the human resources information systems. This 2008 figure is presented alongside that taken from data from the 2008 Talkback demographic data (presented in brackets) for comparison with the 2009 figure. The marked difference in the proportion of employees declaring a disability in the data from Talkback compared to the data from the human resources information systems can be attributed to factors including the fact that historically, employees may not have been asked if they had a disability during recruitment, or that employees may have developed a disability during the course of their employment.

Accompanying notes

- 1 www.redtractor.org.uk
- 2 Information provided by Assured Food Production.
- 3 Meat and dairy assurance schemes covered by the Red Tractor Mark include: Red Tractor Farm Assurance – Beef & Lamb, Red Tractor Farm Assurance - Chicken, Farm Assured Welsh Livestock, Northern Ireland Farm Quality Assurance Scheme for Beef and Lamb, Quality Meat Scotland, Red Tractor Farm Assurance - Pigs Soil Association Farm Assured, and Quality British Turkey. Not all assured produce bears a logo, and two further standards cover cereals, and fruit and vegetables.
- 4 For example, Elmwood broiler chicken standards and Freedom Food broiler chicken standards stipulate the same stocking density (maximum 30kg/m²) and the same levels of environmental enrichment that exceed conventional systems. However, Elmwood broiler chicken standards permit an unrestricted growth rate and lower minimum slaughter age than Freedom Food standards. Elmwood turkey standards and Freedom Food turkey standards stipulate the same levels of environmental enrichment that exceed conventional systems. However, Elmwood turkey standards permit a higher stocking density than Freedom Food standards.
- 5 Elmwood broiler chicken and turkey standards stipulate birds must be provided with natural light. The use of artificial light is permitted by Freedom Food broiler chicken standards until 2010 and Freedom Food turkey standards until 2012.
- 6 Freedom from hunger and thirst; freedom from discomfort; freedom from pain, injury or disease; freedom to behave normally; and freedom from fear and distress. www.rspca.org.uk
- 7 The criteria have been applied to The Co-operative Food 'Truly Irresistible' range: www.co-operative.coop/food/food/truly-irresistible