

Animal welfare policy

Adopted by the Board of BWH Hotels in Scandinavia September 2023

This policy aims to ensure that BWH Hotels' suppliers can guarantee at every level that the goods they deliver meet national laws and regulations on animal welfare.

WHO IS THE POLICY AIMED AT?

The policy is aimed at the hotels that operate under BWH Hotels in Scandinavia or one of its underlying brands. The operational responsibility for ensuring that the policy is followed lies with whoever has ultimate responsibility at the hotel: owner, hotel manager, CEO. The policy has been adopted by the Board of BWH Hotels. The policy is revised every year, or more often if required. This is a sub-policy linked to our Supplier Code of Conduct.

POSITION

BWH Hotels strives for all its business to be run in a way that ensures the ethical handling of animals and respect for animal welfare.

FIVE FREEDOMS FOR ANIMALS

BWH Hotels is to act in line with the Five Freedoms for animals, as defined by the EU's Farm Animal Welfare Council (FAWC):

- Freedom from hunger and thirst.
- Freedom from discomfort by providing an appropriate environment including shelter and a comfortable resting area.
- Freedom from pain, injury or disease.
- Freedom to express normal behaviour.
- Freedom from fear, distress and mental suffering.

ANIMAL PRODUCTS IN FOOD

Our member hotels must ensure that all purchasing of animal ingredients or products with animal components occurs in line with the Five Freedoms for animals. This means, for example, that we choose eggs (including eggs in the shell, whole eggs, liquid egg, egg powder and egg in mixed products) from free range hens, meat from inspected producers and so on.

BWH Hotels Scandinavia has adopted the European Chicken Commitment and will meet the higher welfare standards by 2026. Our commitment applies to 100% of the broiler chicken in our Scandinavian supply chain. Furthermore, at least 20% of the chickens in each market (in addition to meeting ECC's criteria) will have had access to outdoor living.

<https://welfarecommitments.com/europeletter/>

ANTIBIOTICS

Intensive farming and the trade in and transport of live animals increases the risk of a disease outbreak. This has led certain livestock farmers to routinely use antibiotics on the whole herd as a preventive measure, which in turn increases the risk of antibiotic resistance.

When negotiating with new suppliers and renegotiating with existing suppliers, our member hotels should set specific purchasing requirements concerning the use of antibiotics:

- Antibiotics must not be used for the purpose of promoting growth.
- Antibiotics may only be used when prescribed by a vet.
- Detailed documentation of all use of antibiotics, including via feed and water, must be maintained. The livestock vet must regularly go through and sign the documentation.
- If antibiotics are repeatedly given to all animals in a particular age group, the reason for this must be documented. The matter should then be investigated by a vet and an action plan to combat the health problems should be drawn up and implemented.
- A health plan with procedures for preventive healthcare and reducing the spread of infectious diseases must be in place and acted on. The plan should focus on strategic preventive animal health work, including infection control, and should include, as a minimum:
 - The need for quarantine, vaccinations and other measures to improve health.
 - Procedures for infection control for visitors and when introducing animals to or removing them from the herd.
 - Procedures for animal flows and infection control within the herd.
 - Procedures for cleaning and disinfecting sheds.
 - Procedures for handling recurring health problems in different age groups.

PROCESSES AND COMPLIANCE

We work with purchasing organization Nores to ensure that products purchased and used for consumption at member hotels comply with this policy.

This policy forms part of the Code of Conduct that every hotel signs up to when they become members of BWH Hotels.

As a consequence of not complying with the policy, the hotel may no longer be able to market itself under BWH Hotels or any of its brands, or may be directly excluded from the chain.