



# Animal Welfare Standards for Turkeys

with Appendices

A: Farm Manual,  
B: Animal Welfare Standards Audit Tool, and  
C: References

American Humane  
Farm Program  
[www.HumaneHeartland.org](http://www.HumaneHeartland.org)

# Animal Welfare Standards Guidelines

# American Humane Farm Program American Humane Certified™

## Turkeys

# Animal Welfare Standards Audit Introduction



The **American Humane Farm Program (American Humane Certified™ Animal Welfare Standards)** is the product of over 140 years of applied experience in farm animal welfare. Since its beginning in 1877, American Humane has had a long history with the humane treatment of farm animals. In its work to improve the treatment of working animals and livestock in transit, American Humane has been involved in almost every major advancement in improving the welfare of animals, including an instrumental role in the enactment of the 28 Hour Transportation Law. In 1916, the U.S. Secretary of War asked American Humane to help with the rescue of horses and other animals on the battlefields of World War I. The program that followed became American Humane Rescue program, which continues to this day to rescue and shelter animals involved in disasters throughout the country.

Given its history, it was natural that American Humane would create the first farm animal welfare audit program. In 2000, American Humane pioneered the first third party audit and certification program in the United States to encourage and support the humane treatment of animals used for food. Organized as the Free Farmed® certification program, the first **Animal Welfare Standards** were based on the Royal Society for the Prevention of Cruelty to Animals' **Welfare Standards**, the Federation of Animal Science Societies' **FASS Guide for the Care and Use of Agricultural Animals in Research and Teaching**, and the governing principles first developed by the Farm Animal Welfare Council (FAWC) known as the "Five Freedoms of Animal Welfare":

- Freedom from hunger and thirst
- Freedom from discomfort
- Freedom from pain, injury, or disease
- Freedom from fear and distress
- Freedom to express normal behaviors

Since its origins, American Humane's farm animal welfare standards have been and continue to be a living document. The standards and the audit process are continually reviewed and updated, using the expertise of the Scientific Advisory Committee. This committee of internationally renowned animal scientists and veterinarians advances new science and regularly evaluates the standards to help ensure that the American Humane Certified™ program incorporates the best and current knowledge of humane practices.

American Humane collaborates with institutions and organizations on independent research in animal behavior as well as new handling and housing applications. The program incorporates the practical, hands-on experience of farmers and ranchers, and helps ensure that new technology and knowledge from veterinarians and animal research experts are shared with producers. Third-party audits help to educate, encourage, and support producers in adopting humane practices. The program promotes clear, reasoned communication with consumers and retailers about the meaning and value of humanely raised food and the benefits not only to animals but also to people.

*Note: Please refer to Appendix C of the full **Animal Welfare Standards** for a list of additional References consulted in the development of these standards.*

# THE CERTIFICATION PROCESS

## Registration

Before their products bear the American Humane Certified™ mark or label, producers show their commitment to the welfare of their animals by meeting the American Humane Certified™ standards and participating in a comprehensive certification program. When applying for the certification program, each producer must submit to American Humane a completed initial application providing, but not limited to, the following information: the animals or animal products for which certification is sought, the facilities at which the animals are raised, and the processing facilities at which the animals and/or animal products are slaughtered, packaged or further processed.

## Certification & Verification

In order to receive permission to use the American Humane Certified™ Certification marks or to make reference to certification status, each producer must (1) agree to comply with all applicable requirements and standards of the American Humane Certification Program, including the relevant Animal Welfare Standards and any applicable Traceability Standards, and (2) successfully complete required third-party audits of its facilities and the facilities of any of its processors to help ensure and verify compliance with the requirements and standards of the American Humane Certification program.

American Humane recognizes that there may be other acceptable methods of providing good animal welfare and meeting the intent of each standard. American Humane encourages producers to offer feedback on the standards and to explain reasons why it believes it cannot meet a particular standard, why the standard is not applicable and/or appropriate to its situation, or how the producer has demonstrated good animal welfare outcomes. American Humane may consider specific exceptions to some of the listed requirements where the producer provides sufficient evidence of good animal welfare. Whether to grant an exception is at the discretion of American Humane.

# ANIMAL WELFARE STANDARDS GUIDELINES

## Office Records/ Management

A high degree of caring and responsible management and husbandry is vital to help ensure good animal welfare. Managers and stockpersons must be thoroughly trained, skilled, and competent in animal husbandry and welfare. They must have a good working knowledge of their system and the birds under their care.

The following records and documentation must be made available to the auditor at the time of the audit. These are to be maintained in the form of a Farm Manual at the main office. See Appendix A for Farm Manual templates. Farm records must be maintained for a minimum of one year, unless otherwise required to be kept longer (e.g. in the case of Veterinary Feed Directives, which are required by the U.S. Food and Drug Administration to be kept for two years).

### Note: **Certificate of Conformance (COC)**

A Certificate of Conformance (COC) is a document signed or otherwise authenticated by an individual certifying the degree to which terms or services meet specified requirements. A COC may be required when third parties, for example, are used for tasks such as loading or transporting.

## Company Policy & Employee Code of Conduct

### **Company Policy**

The Company Policy must be available to all workers in their native language. This policy emphasizes and demonstrates that the company has made a commitment to providing an environment that promotes high standards of animal welfare. Along with this commitment, the company must have “zero tolerance” for any employee who willfully abuses or neglects animals, and a “whistle blower” policy protecting employees who report animal welfare issues. Personnel must sign and date that they have been provided a copy of, and that they understand their responsibilities under, the Company Policy.

American Humane recommends that the producer implement an incentive policy which rewards stockpersons/ crews for excellence in humane husbandry.

### **Employee Code of Conduct**

An Employee Code of Conduct must be available to all workers, in their native language. Workers must sign and date that they have been provided a copy of, and that they understand their responsibilities under, this Code of Conduct, which must include as a minimum statements that: all personnel are expected to handle the birds in a positive and compassionate manner at all times; each worker has the responsibility and is expected to contribute to upholding high standards of animal welfare at all times as they perform their own duties; in addition to the worker's assigned duties, each also must be cognizant that the basic requirements such as adequate feed, water, lighting, ventilation, temperature control, and biosecurity must be provided to the birds all times, and a supervisor must be notified if any of these basic necessities are lacking; and all personnel have access to the ***Animal Welfare Incident Report*** or a similar company document, and personnel are instructed to complete and submit this document whenever they observe incidences related to animal welfare that cause them concern.

### **Animal Welfare Officer**

Each farm must have at least one designated Animal Welfare Officer (AWO). The AWO is the individual who is responsible for ensuring the implementation of animal welfare policies and for monitoring operations to help ensure that high standards of animal welfare are being provided to the animals at all times. The owner/ operator or license manager may designate him or herself as the AWO.

### **Annual Self-Evaluation of Animal Welfare**

Each site must have records of a self-evaluation (-assessment/ -audit) of animal welfare, conducted once yearly at a minimum. The self-evaluation (-assessment/ -audit) must include evaluation of management, as well as the animals' environment and the condition of the animals themselves at each site. It is recommended that the producer conduct a mock audit using the American Humane Certified™ Animal Welfare Audit Tool or the producer may follow company or other protocols for self-evaluation/ mock audits that meet the above criteria. Where the self-evaluation (-assessment/ -audit) identified non-conformances, records either must describe the corrective actions that were taken to address the non-conformance, or must detail the timeline for full implementation of corrective actions including intermediate steps. The self-evaluation (-assessment/ -audit) must include the evaluation of existing company protocols related to animal welfare for effectiveness. Records must note any changes that were made as a result.

## **Office Records & Documentation**

### **Records of Production**

Each producer must maintain and make available comprehensive production records for at least one year in electronic, graphic, or tabular form, recording performance parameters for each flock cycle including but not limited to: animal movement logs (dates of placement and of loading); target turkey weights and age of flock at loading; numbers of mortalities (with reasons stated, if known); numbers of cull birds (with reasons stated); and feed intake and drinking water consumption.

### **Building Checklists**

Records must be available for at least one year for each house with the following information for previous and current flocks in that house: total floor area available; total number of birds stocked; weight of birds at target; total number of waterers and feeder space; and target air quality parameters and ammonia levels.

### **Standard Operating Procedures (SOPs)**

Standard Operating Procedures (SOPs) must be available in the main office as regularly updated, comprehensive written instructions, in workers' native language, relating to daily, weekly, and monthly activities and procedures, and workers must sign and date that they understand and have been provided copies of the sections of the SOPs that are relevant to their assigned duties. The SOPs must include the following as a minimum: twice daily inspections of birds and facilities, and records to be kept by responsible personnel; daily inspections of equipment, routine maintenance and cleaning, and back-up protocols as well as records to be kept by the responsible personnel; daily monitoring and recording of maximum and minimum house temperatures (unless automatically recorded); daily monitoring and recording of ventilation settings/ rates, any necessary adjustments (where applicable), and monthly ammonia readings; monitoring of lighting program, including light intensity; any additional procedures to maintain compliance with any applicable local, state, and federal regulations; any biosecurity protocols (e.g. maintaining screens, checking rodent bait, etc.); maintenance and testing of Auxiliary Power Supply; maintenance and testing of Alarm Systems; and maintenance and testing of Automatic Ventilation Systems.

There must also be SOPs for specific operations, where applicable, such as SOPs for Poults; Exterior Access SOPs (where applicable); Catching & Handling and Depopulation & Transportation SOPs.

### **Emergency Response Plan**

The Emergency Response Plan must be available at the main office. This plan must include contingency plans and precautions to cope with severe events/ emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by responsible personnel in the event of severe events/ emergencies such as fire, floods, storms or other severe weather, interruption of power or water, interruption of supplies, etc.; and procedures to help ensure that responsible individuals (and alternates, if necessary) can be notified. This should include emergency contact information and numbers, i.e., fire department, local utilities, etc.; primary and alternate contact numbers for these individual(s) responsible for reacting to emergencies, i.e. farm workers/ managers, family members, and/or owner as appropriate. It is recommended to provide contact numbers for at least three responsible workers and/or family members when possible, and a “telephone tree” to help ensure that all responsible parties may be contacted if necessary.

## **Nutrition, Lighting, & Animal Health Plans**

### **Nutrition Plan**

A Nutrition Plan must be available at the main office. This plan includes: certification or proof that the diet has been developed in consultation with a qualified poultry nutritionist or flock veterinarian; specifications for a diet that is adjusted as appropriate to the birds’ age and species/strain in order to promote balanced nutrition; changes to the diet must be introduced gradually. Retention of feed records for one year, including identification of the feed mill and feed constituents/concentrates used at each site.

### **Lighting Program**

The lighting program must be designed and/or maintained to regulate a daily cycle for turkeys and young birds 14 days or older. Per each 24-hour period, birds must be provided daily access to evenly distributed natural light for a minimum continuous period of at least 8 hours, and to darkness for a minimum period of 6 hours or the natural period of darkness, if less. For enclosed houses, or for houses in climates that preclude the regular/ daily opening of side curtains, the lighting program must be documented and light intensity tested and recorded once per each flock. The lighting program must provide within each 24-hour period: A minimum continuous period of 8 hours of light: the daytime light levels must be an average minimum of 10 lux (1 foot-candle) at the head height of the birds throughout the house, excluding areas in the shade of equipment, and supplemental lighting, where provided, must be uniformly distributed throughout the house.

A minimum period of 6 hours of darkness or the natural period of darkness, if less. *Note: ‘Darkness’ refers to the substantial dimming of lights that permits the birds to rest, and is recommended to be no more than 1 lux (0.1 foot-candles) in intensity.*

### **Animal Health Plan**

An Animal Health Plan (AHP) must be available at the main office and must include certification that the AHP has been developed and regularly updated in consultation with the flock veterinarian. This plan must include parameters specified in the “Animal Health Plan” section of the Audit Tool.

### **Flock Performance Parameters**

Flock Performance Parameters must be continuously monitored for indicators of disease or production disorders. The monitoring of flock performance parameters must include review of records of observations made during daily inspections, and the monitoring of specific health conditions by

stockpersons and by the flock veterinarian. If any flock performance parameter falls outside the tolerance limits identified in the AHP, the veterinarian or properly trained personnel must be informed and a program of action developed to remedy the problem, as defined in the AHP. Rates of inspections must be increased if necessary until the problem is mitigated.

### **Flock Health Monitoring Program**

A Flock Health Monitoring Program must be included as part of the AHP and must detail the protocols and procedures for the continuous monitoring of flock health for indicators of disease and production disorders; be developed under the guidance and approval of the flock veterinarian; identify the specific health criteria to be monitored; designate the personnel responsible for monitoring; and establish the tolerance limits which trigger the immediate implementation of a program of remedial action and, where necessary, a veterinary investigation.

Where a problem is identified as defined by the Flock Health Monitoring Program, rates of inspections must be increased until the problem is mitigated. If the mortality within a house is in excess of 0.5% in a 24-hour period, a veterinary investigation must be made to determine the cause and remedy the problem.

### **Action and Management Plans in the AHP**

Records of any Action and Management Plans must be retained as part of the AHP, including but not limited to: action plans to remedy any problems which cause animal performance parameters to fall outside tolerance limits; procedures to be followed in the event of an outbreak of abnormal behavior, including appropriate and immediate changes in the system of management, with records kept; management plans for the prevention of suffering from chronic joint disease or leg deformation, which includes the monitoring and assessment of daily inspection logs for culls due to leg abnormalities and/or deformities to help ensure that an increasing problem is not developing, and where found, recommendations and guidance from the flock veterinarian to alleviate/ prevent such instances; action plans for the mitigation/ prevention of recurring injuries seen in a number of birds to suggest that there is a common cause and that is attributable to physical features of the environment or handling procedure; and the program adopted and followed for the reduction and control of organisms that cause food safety concerns.

## **Biosecurity & Health Plans**

### **Biosecurity Plan, Structural/ Access**

The structural biosecurity plan must be available and include as a minimum: the maintenance of physical methods for discouraging pests, predators, and wild animals, such as overhead netting in yards (where required for outside access for the birds), the screening of drains/ vents/ openings, etc.; the posting of signs at the farm and/or house entrances which provide instructions and information for farm personnel and approved visitors regarding biosecurity procedures; the exclusion of dogs and other animals from the houses; the provisions of property gates and/or secured houses to deter unapproved visitors; and the logging of all approved visitors. Non-farm personnel are not permitted on the site unless approved by farm managers, and unless appropriate precautions have been taken, including the company policy for the downtime from having contact with non-farm birds.

### **Biosecurity Plan, Operational**

The operational biosecurity plan must be available and include as a minimum: the maintenance of outdoor areas adjacent to surrounding buildings to keep vegetation short and tidy within at least 24" from the house (i.e. removing vegetation which provides shelter to pests and predators); the maintenance of pest control methods and protocols such as baiting and trapping; the removal of feed sources and the protection of bulk feed and water supplies to reduce the attraction of pests, rodents,



mold, etc.; the protocol for personnel working with older flocks to limit contact with poults; facility/ equipment cleaning protocols and schedules; and the provision and maintenance of protective clothing, foot baths, and/or shower facilities for workers, where appropriate.

### **Cleaning and Sanitation Plan**

The Cleaning and Sanitation Plan must be available as part of the overall health plan, and must include details for routine/ scheduled cleaning procedures and details for cleaning procedures between flocks; records indicating a recommended minimum standard layout period of 10 days between flocks; and records that are available for layout periods shorter than 10 days, which are permitted only under approval from the flock veterinarian for special circumstances, with reasons given.

### **Waste Disposal Plan**

Each farm must maintain a Waste Disposal Plan which details protocols for the safe and proper disposal of medical waste, sharps, carcasses, and other waste that poses a potential threat to animal and human health and safety.

## **Specific SOPs for Poults**

Poults must be sourced from a location which conforms to the requirements of the **American Humane Certified™ Animal Welfare Standards for Hatcheries**. This must be documented through the American Humane Certified™ certification of an on-site hatchery, or through certification or a Certificate of Conformance from an outside hatchery. The poults must be inspected at a minimum of twice daily with records kept of mortalities and culls.

### **Thermal Environment**

Throughout the brooder term: from the first day, the poults must be handled carefully and placed in an appropriate thermal environment, as determined by the behavior of the poults. *If needed in order to maintain an appropriate thermal environment, the poults must be placed within brooder guards (rings).* The behavior of the poults must be closely monitored throughout the brooding period and the brooder area design must allow poults to move freely toward or away from the brooder heater. The space per poult and the brooder heaters/guards (where used) must be adjusted accordingly in order to maintain the appropriate thermal environment. *See Supplement 1: Poult Thermal Levels at the end of the audit tool for a graphic to help determine whether the arrangements of the brooder stoves and guards (where used) are maintaining appropriate thermal conditions, based on the behavior of the poults.*

### **Brooder Stoves and Guards**

Brooder stoves/ heaters and brooder guards (where used) must be carefully placed and maintained throughout the brooder period. The placement and maintenance of brooder heaters must minimize the risk of fire and emission of carbon monoxide. See “Specific SOPs for Poults” section of the Audit Tool.

### **Lighting Program for Poults**

The lighting program used for the poults must be recorded. It is acceptable but not required to leave the lights on for the first three nights of the poult adjustment period. The poults and the lights should be checked four times every 24 hours during the adjustment period. *Note: Each day thereafter, it is recommended to increase the dark period by 1 hour per day until 6 hours of darkness is reached.* Light levels for poults 14 days or younger should be a minimum of 20 lux (2 foot-candle).

## SOPs for Exterior Access

The **American Humane Certified™ Animal Welfare Standards for Turkeys** do not require that turkeys have access to the outdoors. Where they do, the following guidelines must be met.

Note: For organic farms, provisions from the applicable organic standards (i.e. National Organic Standards Board for US production) must also be followed.

Where birds have access to the outside, Exterior Access SOPs must be available and include as a minimum the inspection of the birds and the outdoor facilities, conducted twice daily; the maintenance of shade and screening to prevent entry of predators, rodents, and wild birds; and the schedule for when birds have access to the exterior, i.e. daily procedures for opening/ closing pop holes, with continuous access to the outdoor areas during daylight hours, weather permitting. Access must be provided for a minimum of 8 hours each day except when the natural daylight period is less. All exit areas must normally be open for this time, except when this is precluded by inclement weather conditions. Birds must have access to the exterior by 5 weeks of age and protection must be provided from predators and birds, and birds must be closed in the house or mobile shelter at night.

## Catching & Handling and Transportation SOPs

Catching & Handling and Transportation SOPs must be available for company and/or outside employees and focus on maintaining high standards of animal welfare during loading and transport and minimizing time in transport. (See “Transport” section of the Audit Tool.)

## Records of Personnel Training

The continuing education of personnel who have day-to-day contact with the birds is one of the most important ways to help ensure behaviors that support and promote animal welfare. It is important to have documentation confirming personnel training in aspects of flock welfare appropriate to the level of operation.

### Training Documentation

Stockpersons must be provided training at orientation, as well as yearly updates/ refresher courses (and opportunities for continuing education/ professional development) and specialized training in aspects of animal welfare appropriate to the level of operation.

For all training of personnel: training must be presented in the workers’ native language, if necessary. Training may include videos, manuals, classroom settings, online instruction, etc. as appropriate, and must include review of relevant company SOPs and ‘hand’s-on’ experience and evaluations. Training must include review of the **American Humane Certified™ Animal Welfare Standards** and must clearly define what is expected of each stockperson so that each is fully aware of his/her duties and responsibilities. Training records must be signed by both the trainer and the trainee, and include the training topic (i.e. orientation, yearly update/refresher course, or specialized training, etc.) as well as the training date.

### Training for All Personnel

Prior to being given responsibility for the welfare of poults or turkeys, all personnel must be properly trained. As a minimum, the training program for all personnel in direct contact with the poults and turkeys must include the following topics: knowledge of the normal behavior of turkeys and of the flock and to recognize the signs of good health and welfare; knowledge of the proper way to handle birds in a manner that minimizes unnecessary stress; recognizing the signs of abnormal behavior and fear; recognizing deviations from normal flock activity; understanding the physical and environmental

requirements for turkeys; basic knowledge of the signs of common diseases, illnesses, and injuries, and who to notify when birds are acting abnormally; and basic knowledge of the conditions that cause welfare problems such as illness, injury, or abnormal behavior.

### **Specialized Training of Stockpersons**

Documentation must be available showing that stockpersons have been appropriately trained to perform specialized duties, with emphasis on optimizing health and animal welfare and minimizing pain and distress to the animals. Prior to performing procedures that have the potential to cause suffering, the stockperson must be able to demonstrate to the trainer that they are proficient in performing those procedures. Specialized training is detailed in the “Records of Personnel Training” section of the Audit Tool.

### **Training of Catch and Transport Crews**

Documentation must be available for the training of catch and transport crews in order to minimize distress to the animals, and all members of the catch and transport crews must be provided full, detailed, written instructions. (See “Transport” section of the Audit Tool.)

### **Training of Outside Workers**

Documentation must be available for training for crews outside the producer’s control (loading crews, transport crews, etc.) to confirm familiarity with and conformance to the standards herein. Training must be validated through employee documents and/or Certificates of Conformance.

Outside workers must be held to the same standards of humane care as the company employees.

## **Inspections of Poults and Turkeys**

Records must be available for a minimum of one year showing that the poults and turkeys and the facilities are inspected a minimum of twice daily. See “Inspections of Poults and Turkeys” section of the Audit Tool.

## **Inspections & Maintenance of Equipment**

### **Inspections and Maintenance of Equipment**

Stockpersons must inspect and maintain all equipment on which the poults and turkeys depend on a daily basis, whether the equipment is manual or automatic. Stockpersons must also perform routine, scheduled maintenance as defined in the SOPs, and records of maintenance must be kept. Where a defect is found (whether on inspection or at any other time) it must be rectified immediately, and records must be kept of the nature of the defect and how the defect was rectified; or if the defect cannot be rectified immediately, the records must detail the measures as specified in the SOPs that the stockperson followed in order to safeguard the birds from suffering unnecessary pain or distress as a result of the defect. Records show that these measures were maintained until the defect was rectified. Routine maintenance must be performed per the equipment manufacturer’s recommendations, with records kept.

### **Inspections and Maintenance of Water Systems**

Records must be kept showing that water availability is checked daily; water flow rate is monitored and recorded weekly and is verified using water meters or the graduated cylinder methodology; water lines are flushed between flock cycles; and poult drinkers especially are maintained in a clean and sanitary condition. No dirty water may be dumped in the houses but instead must be properly disposed of outside the house.

### **Inspections of Auxiliary Power Supply**

Records must be kept showing that an auxiliary power supply (such as a standby generator), is available on-site and is tested periodically according to manufacturer recommendations with the outcome of the test documented. Records must show that the auxiliary power supply is capable of providing instant start and has sufficient capacity to operate critical equipment such as fans, feeders, waterers, and lights for at least 24 hours. An auxiliary power supply is not required for sites which rely on manually operated equipment.

### **Ventilation & Environmental Controls**

Maximum and minimum temperatures must be recorded daily. Ventilation equipment must be checked daily and maintained for proper operation, with records kept. Ventilation rates must be monitored and recorded daily, including any adjustments made to maintain minimum ventilation requirements and to maintain air quality parameters. A backup plan must be in place to safeguard birds from suffering pain or distress as a result of a malfunction of the ventilation equipment. For controlled environment houses, documentation on the ventilation system must be available that includes information on design, capacity, and CFM rating.

### **Inspections of Alarm Systems**

For controlled environment houses, alarm systems must be installed and functional for giving notification in the event of an emergency (e.g. during a power failure, high temperatures, water failure, etc.) For controlled environment houses, records must be kept showing that alarm systems (audible & remote) are tested weekly, with the outcome of the test documented. Records must show that the alarm systems are operational even if the principal electricity has failed.

### **Additionally for Automatic Ventilation Systems**

Automatic ventilation systems must contain an alarm that will give adequate warning of the failure of that system to function properly. *The alarm must operate even if the principle electricity supply to it has failed.* Additional equipment or means of ventilation (whether automatic or manual) must be available which, in the event of such a failure of the ventilation system, will provide adequate ventilation so as to prevent the poult or turkeys from suffering unnecessary distress as a result of the failure. Automatic side curtains, where installed, must open automatically in the event of power failure or high temperature, with record of doing so. For manual side curtains, the SOPs must require the side curtains to be opened manually in the event of an emergency condition (high temperature, etc.)

### **Monitoring of Ammonia Levels**

Records must be available showing the results of tests of ammonia levels, measured at poult placement and at one-month intervals thereafter, with the final measurement taken at two weeks prior to loading. (Note: measurements should be performed prior to any tilling. See "Litter Maintenance Plan" below.) Ammonia levels, measured by the producer at the height of the animals at multiple locations in the house, must not exceed 25 parts per million (ppm), and ideally should be maintained at less than 10 ppm. If any ammonia test result is in excess of 25 ppm, records must show that a program of ammonia mitigation was implemented. Along with a description of the steps taken to reduce ammonia levels, records must show that testing was performed weekly until ammonia levels dropped below 25 ppm.

Note: Provisions must be made to help ensure that aerial contaminants do not reach a level at which they are noticeably unpleasant to a human observer. Effective control of ammonia levels through litter maintenance and adequate ventilation helps control levels of other aerial contaminants such as dust, HS, CO, and CO<sub>2</sub>. Ammonia levels are to be maintained at less than 10 ppm wherever possible.

### **Litter Maintenance Plan**

The SOPs and training manuals must have a section detailing proper maintenance of litter, and must include that litter is not allowed to become wet, infested with insect pests, or otherwise harmfully contaminated, litter that is wet or otherwise contaminated is not introduced into the housing, and wet litter resulting from accidental flooding is replaced. If litter is tilled, ventilation rates must be adjusted immediately after tilling to mitigate the temporary increase in ammonia levels.

## **Policy for Husbandry Procedures**

### **Toe-Clipping Policy**

Where toe-clipping is NOT performed routinely on either the hens or the toms, either at the hatchery or on-site, a Toe-Clipping Policy is not required.

Where toe-clipping is performed routinely on either the hens or the toms, a Toe-Clipping Policy must be available. See “Toe-Clipping Policy” section of the Audit Tool.

There is currently no commercially available technology to address dewclaw trimming in turkey hens or toms. The Scientific Advisory Committee will review new technology as it becomes available.

### **Policy for Other Procedures**

The practice of Snood-Trimming is contrary to the principles of American Humane and must NOT be performed.

The practices of caponization and dubbing are not typically performed on modern turkey farms. Neither practice is permitted under the **American Humane Certified™ Animal Welfare Standards**.

### **Beak Trimming Policy**

While beak trimming is undesirable, in housing systems there is a risk of outbreaks of cannibalism, and cannibalistic behavior may quickly affect a considerable proportion of the flock if not addressed. Beak trimming/ tipping is only allowed as a preemptive measure to mitigate the risk of cannibalism if beaks are left intact.

Where beak-trimming/ tipping is not performed routinely on the birds, either at the hatchery or on-site, a Beak Trimming Policy is not required. Where beak trimming/ tipping is performed routinely on the birds, the producer must have a Beak Trimming Policy that confirms: beak trimming/ tipping may only be performed where there is a concern about cannibalism, and must not be performed to prevent feed wastage. See “Beak Trimming Policy” section of the Audit Tool.

Note: The producer should take care when selecting birds to avoid genetic strains with undesirable traits, particularly aggressiveness and a tendency to feather peck.

### **Plans for Discouraging Feather Pecking and Cannibalism**

The Beak Trimming Policy must specify methods to discourage the spread of cannibalism. If outbreaks of cannibalism do occur, methods to discourage the spread of cannibalism must be conducted without delay. The producer must notify the American Humane Certified™ program that the problem exists and must explain the steps that the producer proposes to take, and the producer must provide regular updates. Artificial appliances (such as blinkers attached to the beak or nostrils or contact lenses) designed to stop cannibalism must not be used. Methods should include removing particularly aggressive birds if they are identifiable and segregating injured birds as first steps, followed by providing distractions/ enrichments to the birds, providing additional perches or panels so that subordinate birds can retreat, and/or reducing light levels.

If these measures still do not mitigate the problem, the producer must contact the American Humane Certified™ program for additional recommendations.

Note: the American Humane Certified™ program will consider beak trimming of older birds only as a method of last resort when other measures fail.

## **Euthanasia Policy**

The Euthanasia Policy includes provisions for routine euthanasia (culls) and emergency euthanasia. Euthanasia and disposal of carcasses must be consistent with applicable local, state, and federal regulations.

A Euthanasia Policy must be available that includes provisions for timely, routine and emergency euthanasia. This policy must include parameters specified in the “Euthanasia Policy” section of the audit tool.

**Nothing stated here is intended to discourage the prompt diagnosis and appropriate treatment of any ill or injured animal.**

## **On-Site/ Food & Water**

Birds must be free from unnecessary hunger, thirst and malnutrition by being provided a wholesome diet and continuous access (until the start of catching) to fresh water to maintain their full health, prevent hunger, thirst, and malnutrition, and promote a positive state of well-being. Feed and water must be distributed in a manner that allows the birds to eat and drink without undue competition.

### **Food**

#### **Feed Access & Feed Space**

Poults and turkeys must be fed a wholesome diet which is fed to them in sufficient quantity to maintain them in good health and to satisfy their nutritional needs. The birds must have unrestricted, daily access to food, except prior to transport or as required by the flock veterinarian.

Feeders must be specifically designed, and appropriately sized and placed, for use by turkeys and poults: the number of turkeys per feeder must be less than or equal to the maximum number specified by documents from the feeder manufacturer. The number of poults per feeder must be less than or equal to the maximum number specified by documents from the feeder manufacturer. Supplementary feed must be provided in trays or on paper for poults during their first week. Food must be fresh and not left in a contaminated (i.e. moldy, wet, soiled with rodent feces, etc.) or stale condition.

#### **Even Distribution of Feeders**

Feed/ feeders must be distributed evenly throughout the house to reduce undue competition among the birds- there must be no signs that the birds are competing due to a lack of feeder space. Supplemental feeder trays should be provided for poults to meet this requirement.

### **Water**

#### **Water Access & Waterers**

Poults and turkeys must have continuous access to an adequate supply of clean, fresh drinking water at all times, except immediately prior to transport.

Waterers must be specifically designed, and appropriately sized and placed, for use by turkeys and poults. In order to reduce water spillage and prevent consequent problems with litter management, waterers must be of an appropriate design and be placed at optimum height (per the manufacturer's guidelines) for the size and age of the birds. See "Water Access and Waters" section of the audit tool.

### **Even Distribution of Waterers**

The distribution of nipple or drinker lines and spacing of lines and bell drinkers must follow a regular, uniformly distributed pattern to help ensure that all birds have access- there must be no signs that the birds are competing due to a lack of available waterers. Supplemental waterers should be provided for poults to meet this requirement.

### **Emergency Water Supply**

On-site provisions must be in place to provide clean, fresh water for the duration of the outage during a shut off or failure of the main water supply, including freezing conditions.

## **On-Site/ Environment**

The birds' environment must take into account their welfare needs; meet all governmental regulations; be designed to help protect them from unnecessary physical and thermal discomfort, fear, and distress; and allow them to perform their natural behaviors. All equipment and fixtures must be selected, installed, and maintained to optimize the well-being of the flock. The birds must be protected from unnecessary pain, injury, and disease, and their environment must be conducive to good health.

## **Buildings**

A printed or electronic copy of the current **American Humane Certified™ Animal Welfare Standards for Turkeys** must be available on-site as a reference for all personnel in the facility.

### **Biosecurity, Structural/Access**

Structural biosecurity must be demonstrated on-site by methods for the deterrence of unapproved visitors, such as property gates and/or secured houses, and absence of unapproved visitors; signs posted at the farm and/or house entrances which provide instructions and information for farm personnel and approved visitors regarding biosecurity procedures; the logging of all approved visitors. Non-farm personnel are not permitted on the site except by approval from farm managers, and unless appropriate precautions have been taken, including the company policy for the downtime from having contact with non-farm birds; methods for exclusion of pests, predators, and wild animals, such as perimeter fencing, overhead netting in yards (where there is outside access for birds), screening of drains/ vents/ openings, and/or other physical methods; and the absence of dogs and other animals from the houses.

### **Biosecurity, Operational**

Operational biosecurity must be demonstrated on-site by vegetation that has been kept in a short and tidy condition adjacent to surrounding buildings in outdoor areas within at least 24" from the house; pest control methods and protocols such as baiting and trapping that are in place; bulk feed and emergency water sources are covered and protected, and other potential attractants of pests, rodents, mold, etc. are not present (i.e. open trash cans with food waste or other items not necessary to the operation of the house); and protective clothing, decontamination/ foot baths, and/or shower facilities for workers and visitors, where appropriate.

### **Emergency Contact Information**

Emergency Contact Information, in worker's native language, must be posted on-site, such as at a central office onsite or at the entrances to all houses. This must include emergency contact information and numbers, i.e. fire department, local utilities, etc. and site address; primary and alternate contact numbers for the notification of individual(s) responsible for reacting to emergencies, i.e. farm workers/managers, family members, and/or owner as appropriate. *Note: it is recommended to provide contact numbers for at least three responsible farm workers and/or family members when possible, and a "telephone tree" to help ensure that all responsible parties may be contacted if necessary;* and procedures to be followed by those discovering an emergency such as fire, floods, storms or other severe weather, interruption of power or water, etc., and contingency plans and precautions to cope with emergencies in order to safeguard the welfare of the animals.

### **Additional**

The physical features of the external and internal environment must not cause recurring injuries to the birds. Electrical equipment must be inaccessible to the birds; well-insulated and properly grounded; and safeguarded from rodents.

With the exception of insecticidal preservatives and approved disinfectants, the birds must have no possibility to come into contact with toxins.

Where used, euthanasia equipment must be clean and free of rust and must be stored in a secure location protected from the elements.

Housing and equipment must be designed so that the birds can be readily inspected during daily observations.

## **Auxiliary Power & Alarm Systems**

### **Auxiliary Power Supply**

An auxiliary power supply, such as a standby generator, must be available, functional, and capable of providing instant start.

### **Alarm Systems**

For controlled environment houses, alarm systems (audible & remote) must be installed and functional and operate even if the principal electricity has failed.

## **Thermal Environment & Ventilation**

Poults and turkeys must be maintained in a thermally comfortable environment at all times according to the breeder guidelines for their age. The birds must not show signs of being too cold (such as huddling) or too hot (such as panting).

### **Monitoring of Thermal Environment**

A thermometer or other means for the remote monitoring of the temperature (such as at an onsite location or the main office) must be available.

### **Ammonia**

Ammonia levels, measured by the auditor at the height of the poults or turkeys at multiple locations in the house, must not exceed 25 parts per million. The auditor must measure ammonia levels at a minimum of 5 random locations in the house, and at no location should the ammonia levels exceed 25 ppm.

## **Lighting**



Adequate lighting must be provided for turkeys and poults that are 14 days of age or older. Birds must be provided access to ample, evenly distributed natural light; or, for houses without ample, evenly distributed natural light, the lighting system for turkeys and poults 14 days or older must provide an average minimum illumination of 10 lux (1 foot-candle) throughout the house. Adequate fixed or portable lighting must be available to enable the birds to be thoroughly inspected at any time.

## Space Allowance (Indoor Housing)

Turkeys must have sufficient freedom of movement to be able to stand, turn around, and flap their wings without difficulty. As with all animal welfare standards, the space necessary to help ensure good welfare outcomes continues to be researched and evaluated by American Humane's Scientific Advisory Committee. Significant to the integrity of turkey welfare, and for analysis of the other elements that additionally impact bird welfare, American Humane and its Scientific Advisory Committee require that the third-party auditor observe and score the following outcome-based elements: litter score; gait observations; and ammonia, as well as lighting (an input-based element). Additionally, the auditor must also examine producer records for the following elements: bird health; nutrition plan; mortality; ammonia; lighting; and processing plants to score at shackling; broken leg; broken wings; and foot pads. Finally, when the auditor walks through the house, the birds must be able to freely move away to a distance of at least five feet. See "Space Allowance" section of the Audit Tool.

## Litter

The birds must have access at all times to well-maintained litter. The litter must be of a suitable, absorbent material of an appropriate particle size, be of sufficient depth (no less than 2 inches) for dilution of feces, and be reasonably clean, loose (such as through regular tilling) and of good quality.

### Litter Squeeze Test

Litter must be maintained in a dry and friable condition. Litter quality must be evaluated by the auditor.

## Environmental Enrichments

The producer is strongly encouraged to provide appropriate environmental enrichments to the turkeys after 10 to 12 weeks of age, such as hanging objects, short perches, alfalfa, or other vegetation.

## Exterior Access

The **American Humane Certified™ Animal Welfare Standards for Turkeys** do not require that birds have access to the outdoors. Where they do, the following guidelines must be met.

Note: For Organic farms, provisions from the applicable organic standards (i.e. USDA National Organic program for US production) must also be followed in addition to any provisions in the American Humane Certified™ standards.

### Outdoor Runs

Where access is provided, outdoor runs must be fully shaded and screened to prevent contact with predators, rodents, and wild birds; provided with a well-maintained, suitable substrate; and constructed of a material which is resistant to pathogen buildup and which can be readily cleaned and disinfected between flock repopulation.

### Free Range

Where access is provided, free-range areas must consist of pasture with active management of damaged ground, including resting (rotation) and reseeded of ground to encourage regrowth of vegetation when the climate allows; must be designed and managed to help ensure that the area

around the house is well-drained and does not become muddy; must provide access to a well-drained area for the turkeys to rest while outside the building; and in warm months, must provide a sufficiently large shaded area so that the turkeys are able to spread out to cool off.

### **Exit Area to the Outside (Pop holes)**

Exit areas to the outside must be evenly distributed across the building wall(s) with access to the exterior, with a minimum of two openings; and must be a minimum of 30 inches high by 30 inches wide to allow the passage of more than one bird at a time. There must be a minimum of 30 inches of opening width per every 250 birds.

## **Birds on Farm**

### Gait Observations

No more than 5% of the birds may show difficulty walking (walking with a limp, making awkward movements, but being able to walk at least 5 feet).

## **Transport**

### **Training of Catching, Handling, and Transport Crews**

#### **Training of Catching, Handling, and Transport Crews**

Documentation must be available for the training of catching, handling, and transport crews in order to minimize distress to the birds, and all members of the catching, handling, and transport crews must be provided comprehensive written instructions presented in their native language. Training includes loading protocols and SOPs; specific training on the proper use of mechanical equipment affecting the animal such as loaders (where used) and other equipment such as conveyors, forklifts and trucks; and transport protocols and SOPs.

## **Catching & Handling SOPs**

The Catching and Handling SOPs must be available and include the following protocols:

### **Water and Food Withdrawal**

Turkeys must be provided water up to the time when loading begins and must not be deprived of food for more than 16 hours in total, including the period from loading, transport, and up to the time of processing.

Where possible, feeders, waterers, and other obstacles must be raised or removed from the house prior to loading to minimize the risk of bruising.

Catching must take place in low lighting to minimize birds' fear reactions. (*Catching is recommended to be done at night or early morning.*)

Actions must be taken to prevent turkeys from crowding together. Where crowding occurs, the birds must be allowed to spread out calmly and quietly, and given time to settle before loading is resumed.

Adequate ventilation at bird height must be provided for uncaught birds up to time of catching.

## **Loading**

### **Animal Welfare Officer**

An Animal Welfare Officer (AWO) must be identified and present during the loading of each flock. The AWO is responsible for supervising, monitoring, and maintaining high welfare standards throughout the loading process.

### **Loading by Herding and Use of Loaders**

There must be sufficient personnel on hand to help ensure the herding operation runs smoothly. Birds must be guided smoothly towards the mouth of the ramp, and the birds guided gently to allow the smooth loading of the birds into the coops. Loading personnel must handle birds carefully: Birds must be handled upright, never upside-down, and with adequate support to avoid injury and distress as they are placed into the coop.

### **Transport Coops/ Modules**

Transport coops/ modules must be appropriate for the size/ weight of the turkeys; must have no sharp edges or other protrusions or mechanisms which may cause injury to the birds; and must have a solid floor surface to prevent soiling of the birds in the stack below.

### **Catch Supervisor**

A load supervisor or AWO must be identified and present, and is responsible for checking that all birds are upright in the coop and that no birds have their body parts caught in the coop door; the density of birds in the coops is appropriate for the size of birds and the ambient temperature: birds have room to spread out as they desire and are not loaded atop one another, the number of birds is increased during cold weather and decreased during hot weather; and unfit or injured birds are not transported but instead are immediately euthanized.

### **Transport SOPs**

All personnel in charge of transportation and transport equipment, including non-employees must be trained in handling birds when loading and unloading them and while in transit. This must be verified through the self-audit process, SOPs or a Certificate of Conformance (COC).

In periods of hot weather, turkeys must be transported at night or in the coolest part of the day OR systems must be in place to provide cooling during load out of birds. The transport SOPs must describe appropriate actions to be taken during loading and unloading when high ambient temperatures and/or high humidity pose a threat of heat stress to the birds. Prior to loading, weather forecasts must be consulted to determine the expected weather conditions, and if necessary supplemental ventilation or other cooling systems must be provided to reduce the risk of heat stress to the birds. This is especially true of birds reared in houses with tunnel ventilation.

Every effort must be made to help ensure journeys are completed without unnecessary delays, i.e. drivers must be aware of any potential traffic problems and plan their journey accordingly. The AWO must work closely and coordinate with the processing plant to minimize the time birds spend waiting on the vehicle. If it is necessary to keep birds on a stationary vehicle, the driver must take action to avoid thermal stress to the birds.

# Processing

All processing systems must be designed and managed to help ensure that poultry are not caused unnecessary distress or discomfort. The pre-slaughter handling of the turkeys must be kept to an absolute minimum. Personnel involved in slaughter must be thoroughly trained and competent to carry out the tasks required of them.

## Processing Plant Records

### Assessments by Plant Personnel

To assist in the monitoring of on-farm welfare, routine assessments (at least once per shift unless noted otherwise) must be made of birds at the processing plant and records made available to the auditor. This includes records of Shackling Scoring; Broken Leg Scoring; Stunning Rate Scoring; Missed Birds at Auto Knife Scoring; Broken Wing Scoring; Absence of Live Birds in Scalder Scoring; Broken Leg Scoring; and Foot Pad Health/ Paw Scoring.

Where scores are outside of acceptable parameters, records must be available to show the remedial actions that were taken to management and/or the environmental conditions. Records must show that scores for subsequent flocks from the same facility improved as a result of the remedial actions.

### Records of DOAs

All transport deaths and injuries must be recorded and reported to the AWO and the farm manager before the next consignment from the same source is collected. Records must be made available to the auditor. Where mortalities during transport are traced to a single cause, prompt action must be taken to prevent further deaths, injury, or suffering from occurring. Levels of transport mortality above 0.2% in any three-month period or above 0.5% in any 24-hour period must be recorded and investigated to determine the cause. Records must describe the corrective actions that were taken, and must show that these corrective actions were effective for subsequent trips.

### Training of Processing Plant Crews

Task-specific training of processing plant crews must be documented and all members of the crews must be provided comprehensive written instructions related to their duties presented in their native language. Training includes: handling protocols and processing plant SOPs; specific training in the proper operation and maintenance of equipment; specific training for workers to recognize and perform a proper stun; and specific training for performing the correct ventral cut for workers monitoring birds at the automatic cutter.

## Processing Plant SOPs

### Animal Welfare Policy

The Processing SOPs must include an Animal Welfare Policy. This policy must include written procedures with regard to maintaining animal welfare in the processing plant, including the responsibilities and duties of staff and emergency procedures and contingency plans. The animal welfare policy must be regularly reviewed and updated.

### Animal Welfare Officer

Managers must appoint at least one trained Processing Plant Animal Welfare Officer (AWO), who is trained in the requirements of the animal welfare policy and is responsible for its implementation. A number of processing plants have installed closed circuit television (CCTV) monitors within the holding and slaughter areas. This allows those responsible for animal welfare including the AWO to help ensure that welfare standards are maintained. The installation of CCTV systems is recommended by American Humane.

The AWO must make frequent checks throughout the day to help ensure that birds are being effectively stunned and are insensible throughout the slaughter operation. Where this is not found to be the case, they must take immediate remedial action.

All transport coops must be examined on arrival at the slaughterhouse to identify any birds suffering from injury, heat or cold stress. Immediate action must be taken to prevent suffering and help ensure that similar occurrences are prevented.

Turkeys must be placed in a thermally comfortable holding area immediately on arrival at the processing facility. Temperature and humidity in the holding area must be regularly monitored. The person in charge of any premises must help ensure that any bird on their premises awaiting slaughter is placed in a thermally comfortable holding area immediately on arrival at the processing facility. Birds awaiting slaughter must be provided with shade/ protection from direct sun and from adverse weather, i.e. wind, rain, hail, snow, etc.; provided with means to mitigate the risk of heat stress, for example through the use of fans and misting equipment; and immediate action **MUST** be taken to remedy conditions if any birds are found to be suffering from heat or cold stress.

Standby equipment, e.g. a generator, must be available for emergency breakdowns and/or the processor must have an effective contingency plan in place to cope with extenuating circumstances.

## **SOPs for Shackling, Stunning, and Bleeding**

The shackling line must be located in an enclosed/ sheltered area. Where loose birds are found, they must be taken immediately to the hanging area or, if injured, immediately euthanized away from the line.

Processing plant managers must help ensure that sufficient personnel are employed on shackling lines at all times to help ensure due care and diligence. Personnel working on the shackling lines must be rotated frequently to avoid fatigue.

Shackling teams must be thoroughly trained to handle the birds in such a way as to avoid injury. Birds must be unloaded in a careful manner to minimize injury and distress to the birds. Birds must be lifted and then hung on the shackles by both legs. Appropriate measures must be taken to prevent wing flapping and birds raising their heads before reaching the stunning bath, i.e. the use of a breast bar, curtains, reduction in noise, low light intensity, etc. Shackles must be of a size and a type that is specifically for turkeys and the slaughter line must run at a speed that permits the birds to be hung properly without causing unnecessary pain or distress. Turkeys must not be suspended for more than four minutes before they are stunned.

### **Stunning**

Electrical water bath stunning, controlled atmosphere stunning (CAS), or hand-operated stunning are acceptable methods of stunning:

Where an electrical water stunning bath is used: The water bath stunner must be designed and set up to prevent birds from receiving pre-stun shocks. The water bath used for stunning turkeys must be of sufficient size and depth, and the water must not overflow at the entrance. The electrode immersed in the water must extend the length of the water bath. The stunning bath must be set at a height appropriate for the size and number of birds. In particular, the height must be set such that the heads of all birds make an effective contact with the water bath. A current sufficient to induce insensibility in all birds prior to neck-cutting must be used. The water bath must be fitted with a controller that clearly displays voltage, current, and frequency settings to accurately monitor current flow through the bath when loaded with birds.

Where hand-held electrical stunners are used: The birds must be restrained in a cone or on a shackle. They must be stunned immediately after shackling. The stunning electrodes must be placed carefully and firmly in the optimum position (between the ear and the eye). Stunners must be operated until initial wing flapping ceases, or until the legs become rigid and extended.

All stunning and bleeding equipment must be regularly maintained, cleaned, and checked daily to help ensure that it is in proper working order. Any problems must be reported to the AWO and rectified immediately. There must be contingency plans in place to deal with occasions when unavoidable delays may occur and it is not possible to process birds. Specifically, if the slaughter line is stopped- and if workers can access the birds safely- then birds between the point of shackling and the stunner must be removed and any birds that have already been stunned must be immediately and humanely slaughtered.

All birds leaving the stunner must be monitored regularly to help ensure that every bird has been effectively stunned. Immediate action must be taken if this is found not to be the case. Staff must be trained to recognize the signs of an effective stun, and use these signs to recognize that birds have been effectively stunned or are dead.

Each bird must be checked to help ensure that the carotid artery has been cut effectively. This cut must be checked by the appointed member of staff who must be given sufficient time to sever the blood vessels manually, if necessary. Carotid arteries and jugular veins must be effectively severed manually or by using automated equipment that performs a ventral cut. No more than 10 seconds may elapse between stunning and neck cutting. Turkeys must not be immersed in a scalding tank or plucked until at least 90 seconds have elapsed since the major blood vessels in their necks have been severed.

## **Controlled Atmosphere Stunning**

### **Training of Personnel**

Operators must be able to demonstrate the ability to operate the equipment correctly and perform routine maintenance. Documentation must be available confirming that operators of CAS equipment have been provided specific training, appropriate to their level of operation and in the operator's native language, including but not limited to training for: procedures for starting up, using, and shutting down equipment; correct operation of equipment and the duties and responsibilities of each operator; expected operation of equipment and how to recognize when equipment is not operating correctly or is not calibrated; instructions for performing routine maintenance and troubleshooting; protocol to be followed in the event of alarms or error messages, and how to distinguish between minor alerts and those problems which warrant immediate shutdown of the equipment; and protocol to be followed in the event of equipment or power failure.

### **Standard Operating Procedures (SOPs)**

Standard Operating Procedures (SOPs) must be available in the form of a written manual for operators of the equipment, provided in the operator's native language, which includes the following information:

daily checklists and inspections; warning signs and troubleshooting; schedules for routine maintenance; protocols to be followed in the event of deviations from expected equipment function (i.e. when the equipment may be repaired in house and when the manufacturer needs to be called. This does not include defects or failures of the primary equipment, which shall automatically result in the system being shut down and the manufacturer and American Humane being notified); protocols for manually opening CAS chamber and evacuating the birds in the event of power failure or equipment breakdown. (*Note: CAS equipment should open automatically in the event of power failure or equipment breakdown.*) Protocols to be followed in the event of power failure, including back-up procedures (i.e., use of electric stun baths or other method of stunning approved by American Humane).

### **Daily Checklists, Observations, & Inspections**

Records must be available documenting that daily procedures and inspections are being performed, including as a minimum: System Start-Up Checks; sensors are working properly, all cameras are working properly, no alarms are present. Leak Test: automatic leak tests are performed on each chamber as a minimum once per day, verified on the main screen. Chambers that pass are indicated with a green light. The operator must verify daily that each chamber in use has passed the leak test. If any chambers fail, indicated with a red light, the system shall be put into bypass and back up protocols shall be followed (i.e. use of electric stun baths or other stunning method approved by American Humane). Operation of Cycle: the Operator must remain vigilant and is responsible for continuous observation of the indicators of system performance while it is in operation.

Note: the CAS Operator has the ability to set delay times for start of cycle, but this does not affect the time of chamber cycle.

Defective Cages: the Operator must be vigilant for defective cages. If a cage does not sequence through the system properly, the Operator must pause the system and manually sequence the defective cage; and the defective cage must be removed from use until repaired or replaced. Daily Critical Observations: the Operator and all members on the processing line must remain vigilant for any recovery by the birds. If any indications of bird recovery are observed, including but not limited to eye, wing, or leg movements, the line manager and manufacturer must be notified immediately, all cycles in process must be allowed to complete, then the system must be shut down and backup protocols put into effect until corrective actions are taken; and operators must inspect the equipment for defects and keep records of inspection on a daily basis. Where a defect is found (whether on inspection or at any other time), the defect must be rectified immediately; or if the defect cannot be rectified immediately, the equipment must not be used and backup procedures must take effect until the defect is rectified.

### **Records & Documentation**

Records must be kept in tabular, graphic, or electronic form, and produced for the auditor's review, including records of: company SOPs; processing line speed/ max capacity of plant; design capacity of CAS equipment; plant processing rates, i.e. daily/ weekly/ monthly numbers being processed; and records of all inspections and observations.

### **Measurements by Auditor**

The auditor must take the following measurements and/or make the following observations during the audit: review of all documentation and records of all deviations from normal activity; per each chamber, visual inspections of two cages upon exit from the chamber to verify that no birds show any signs of recovery (eye, wing, or leg movement) or ineffective stun. Observations of two consecutive cycles of the video feed to confirm that there are no signs of aversion, mandibulation, or gasping prior to loss of posture (LOP).

Note: The Auditor must be specifically trained to recognize the normal operation of the CAS chamber, as well as to recognize normal behavior and activity of the birds in the chamber and the signs that indicate that loss of posture has occurred.

## **Auditor Evaluations of Birds at Processing Plant**

The auditor must make the following evaluations at the processing plant:

### **Shackling Score**

A count of 300 birds leaving the shackling area shows no more than one bird has been hung on the shackles by one leg alone; and that no more than three birds have been hung high on the shackle (i.e. by the bird's shank.)

### **Stunning Score**

#### Electric Water Bath Stunning:

A count of 300 birds leaving the stunner must show no more than three birds missing the stun.

#### CAS Stunning

A count of 300 birds leaving the stunner must show no birds who have failed to be properly stunned.

### **Missed Birds (at Automatic Knife) Score**

A count of 300 birds leaving the automatic knife shows no more than three birds that have been missed by the automatic cutter; and there must be a manual backup available to perform the effective ventral cut on each bird that missed the automatic cut.

### **Broken Wing Score**

A count of 300 birds leaving the stunner must show no more than nine birds with one or both wings either broken or dislocated.

### **Absence of Live Birds in the Scalder**

A count of at least 300 birds entering the scalding must show that no live birds entered the scalding.

Note: This is a P/F standard.

### **Broken Leg Score**

A count of 300 birds must show no more than one bird with one or both legs broken with hemorrhaging.

### **Foot Pad Score**

A count of 300 birds must show no more than 30 birds with Foot Pad Score of 3, 4, or 5 on the "Poultry Intellimetrics" 5-point scale as reference by the NTF.

## **Pass/Fail Auditor Evaluations**

### **No Instances of Willful Acts of Abuse or Neglect**

Throughout the course of the audit, the auditor must not have observed farm personnel committing willful acts of abuse or neglect, which include but are not limited to kicking, throwing, yelling at, or purposefully scaring the birds, or neglecting to provide feed, water, or health care.



The presence of willful acts of abuse or neglect is a severe non-conformance, and results in **automatic failure of the audit**.

#### **Absence of Live Birds in the DOA Bin**

At the shackling area, there must be no live birds in the DOA bin.

The presence of live birds in the DOA bin is a severe non-conformance, and results in **automatic failure of the audit**.

#### **Absence of Live Birds in Scalder**

There must be no live birds observed entering the scalding at any time. A “live bird” is defined as any bird missing both the automatic and the backup knife whose carotid arteries have not been effectively severed prior to the bird entering the scalding. See Absence of Live Birds in Scalder section of the audit tool for the minimum number of birds to observe entering the scalding.

The presence of live birds in the scalding is a severe non-conformance, and results in **automatic failure of this audit**.

## **Auditor Evaluations of Birds at the Processing Plant**

The auditor must perform the following evaluations at the processing plant. (Note: See the ***Animal Welfare Standards Audit Tool*** for a full description.)

**P32: Shackling Score**

**P33: Stunning Score**

**P34: Missed Birds at Automatic Knife Score**

**P35: Broken Wing Score**

**P36: Absence of Live Birds in the Scalder**

**P37: Broken Leg Score**

**P38: Paw/Foot Health Score**

# Appendix A

Farm Manual



# American Humane Certified™ Farm Manual Turkeys

The purpose of assembling a Farm Manual is to facilitate the audit process by aiding the producer in organizing and gathering the required information so that is ready for review at the time of the audit. Please find the Farm Manual Information/ Checklist form on Page 2 that lists the required policies and procedures needed and where we may quickly find this information for your individual farm.

If this information is available in your own farm manual, you may include a copy of that and simply note the page number or section where the information can be found in the checklist on Page 2 of this document. If you do not already have a farm manual, you may fill out the manual template that follows the checklist. **You are not required to submit both.**

If you have questions as you fill out your responses to the standards or the required Farm Manual information, please contact the American Humane Certified™ Program at [FarmAnimalProgram@AmericanHumane.org](mailto:FarmAnimalProgram@AmericanHumane.org). Thank you for participating in the American Humane Certified™ program.

## Farm Program

# Farm Manual Checklist

<b>Farm Manual Information/ Checklist</b> Please Complete This Checklist	<b>Producer's Farm Manual Section/ Page # Attached</b>	<b>American Humane Certified™ Template Forms Attached</b>
<b>Company Policy &amp; Employee Code of Conduct</b>		
Company Policy		
Employee Code of Conduct		
Animal Welfare Incident Report		
<b>Office Records &amp; Documentation</b>		
Records of Production		
Building Checklist/ Farm Data		
Standard Operating Procedures		
Emergency Response Plan		
<b>Nutrition, Lighting, Animal Health Plans</b>		
Nutrition Plan		
Lighting Program		
Animal Health Plan		
<b>Biosecurity &amp; Sanitation Plans</b>		
Biosecurity Plan, Structural/ Access		
Biosecurity Plan, Operational		
Cleaning & Sanitation Plan		
Waste Disposal Plan		
<b>SOPs for Poults</b>		
<b>SOPs for Exterior Access</b>		
<b>Loading &amp; Transportation SOPs</b>		
<b>Processing Plant SOPs</b>		
<b>Records of Stockperson Training</b>		
Training of all Stockpersons		
Specialized Training		
Training of On-Farm Crews		
Training of Outside Workers		
<b>Inspections of Turkeys and Poults</b>		
<b>Inspections &amp; Maintenance of Equipment</b>		
Equipment Inspections		
Inspections of Water Systems		
Inspections of Auxiliary Water Supply		
Ventilation & Environmental Controls		
Inspections of Alarm Systems		
Monitoring of Ammonia		
Litter Maintenance Plan		
<b>Policies for Husbandry Procedures</b>		
Toe-Clipping Policy		
Beak-Trimming Policy		
<b>Euthanasia Policy</b>		

## **American Humane Certified™ Farm Manual Templates**

**Note: The following are sample templates provided for your convenience and to assist in assembling your Farm Manual. For the full Farm Manual template, please contact a Field Operations Manager for the American Humane Certified™ program. These templates do not address all required documentation. Additional documentation is required that is not listed in the following templates. Refer to the *Animal Welfare Standards* for all required documentation.**

## Company Policy & Employee Code of Conduct

Name of Producer: \_\_\_\_\_

- *Note: this form or a similar company document must be provided to employees in their native language as needed, and must be signed by all employees.*

### Company Policy

- As a participant in the American Humane Certified™ program, this company is committed to providing an environment which promotes high standards of animal welfare, through adherence to the requirements of the **American Humane Certified™ Animal Welfare Standards** and participation in the American Humane Certified™ program.
- This company has implemented a “zero-tolerance” policy regarding willful acts of abuse or neglect towards the animals. **Willful acts of abuse or neglect will not be tolerated.** This includes but is not limited to: Kicking, throwing, yelling at, purposefully scaring the birds, or neglecting to provide feed, water, or health care and other willful acts of abuse or neglect will not be tolerated. If it is determined that any employee has engaged in willful acts of abuse or neglect towards the animals, the employee may be immediately dismissed.
- This company has implemented a “whistle-blower” policy. Any employee who reports animal welfare issues to his or her superiors will not be retaliated against.

### Employee Code of Conduct

- All personnel are expected to handle the birds in a positive and compassionate manner at all times.
- Each worker has the responsibility for, and is expected to contribute to, upholding high standards of animal welfare at all times as each performs his or her duties.
- In addition to the worker’s assigned duties, each worker must also be aware that the basic requirements such as adequate feed, water, lighting, ventilation, temperature control, and biosecurity must be provided to the birds at all times, and a supervisor must be notified if any of these basic necessities is lacking.
- All personnel have access to the **Animal Welfare Incident Report** or a similar company document or company protocol for reporting incidences and have been instructed to complete and submit this document or to otherwise report whenever they observe incidences related to animal welfare which cause them concern.

- 
- I, the undersigned employee, have read and understand my responsibilities under the Company Policy and the Employee Code of Conduct stated above.

Employee Name \_\_\_\_\_

Date \_\_\_\_\_

Employee Signature \_\_\_\_\_

Supervisor \_\_\_\_\_

## Animal Welfare Incident Report

Company and Farm Name \_\_\_\_\_ Location \_\_\_\_\_ Date of Report \_\_\_\_\_

Form to be filled out by witness. Please print.

Please list all animal welfare infractions witnessed including date, time, location of incident(s), incident details and employees involved. Be specific and include reference to the **American Humane Certified™ Animal Welfare Standards Audit Tool** item # (example: M15) if possible. Use back of form or additional paper if necessary and attach any relevant backup documentation.

➤ I, the undersigned, witnessed the above animal welfare infractions.

Printed name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**NOTE:** This form may be submitted in confidence to: **American Humane Farm Program, 1400 16<sup>th</sup> Street NW, Suite 360, Washington, DC 20036** or fax: **202-450-2335**. Questions in regards to reporting farm animal welfare issues may be directed to: **800-227-4645**.

-----  
**IF POSSIBLE, PLEASE COMPLETE THE FOLLOWING:**

I received the above report from \_\_\_\_\_ on \_\_\_\_\_  
(witness) (date)

Printed name of supervisor \_\_\_\_\_ Signature \_\_\_\_\_

Copy of report signed by supervisor and witness to be returned to witness.

## Records of Production Animal Movement Logs

Name of Producer: \_\_\_\_\_

Site Name: \_\_\_\_\_

Date	# of Birds	Incoming/ Outgoing	Source	Any Treatment on Arrival?

**This form is for your use. Farm records with  
this information may be substituted.**



## Records of Production (cont.) Numbers of Mortalities

Name of Producer: \_\_\_\_\_

Site Name: \_\_\_\_\_

Date	# of Birds	Age of Birds	Cause of Death (if known)	Necropsy Performed?
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N
				Y N

**This form is for your use. Farm records with  
this information may be substituted.**

Site Name: \_\_\_\_\_

[illegible]

**This form is for your use. Farm records with  
this information may be substituted.**

Site Name: \_\_\_\_\_

[illegible]

Appendix A: Farm Manual Page 9  
American Humane Certified™ Animal Welfare Standards for Turkeys  
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Revision Date March 2020

## Building Checklist / Farm Data

<b>PRODUCER:</b>		
<b>AUDIT FARM LOCATION:</b>		
<b>AUDIT FARM:</b>  Address:  City:  State:  ZIP:  Country:	<b>FARM MANAGER:</b>  Email:  Office #:  Cell #:  Alt #:  Fax #:	<b>STOCKPERSON:</b>  Email:  Office #:  Cell #:  Alt #:  Fax #:
<b>FARM DATA:</b>		
<u><b>FOR ALL HOUSES ON-SITE:</b></u>  Total Number of Houses on Site:  Total Number of Poults on Site:  Total Number of Turkeys on Site:		
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <u><b>FOR AUDITED HOUSE ONLY:</b></u>             Audited Floor Space (ft<sup>2</sup>):             Number of Birds Placed in House:             Number of Birds at Time of Audit:             Mortality Rate (%/ month):             Est. Wt. Turkeys, Time of Audit (lbs):             Target Weight of Turkeys (lbs):             Yearly Number of Cycles:             Cumulative Turkey Production (lbs per year)         </div> <div style="width: 50%;"> <b>Conventional or Organic:</b>   <b>Type of Outside Access, if Provided:</b>  <i>(N/A, run/winter garden, free-range, pasture)</i>   <b>Audited Outside Space (ft<sup>2</sup>):</b>  <i>(Only if applicable)</i>   <b>Type of Feeder, Primary:</b>  <b>Other Feeder, if applicable:</b>   <b>Length OR No. of Feeders:</b>  <b>Other Feeder, if applicable:</b>  <i>(specify units of measurement)</i>   <b>Type of Waterer:</b>  <b>Other Waterer, if applicable:</b>   <b>Length OR No. of Waterers:</b>  <b>Other Waterer, if applicable:</b>  <i>(specify units of measurement)</i> </div> </div>		
<b>List of Other Quality Assurance Programs:</b>		

## **Standard Operating Procedures (SOPs)**

Name of Producer: \_\_\_\_\_

- *Note: Company SOPs may be attached to this document. Employees must be trained in their native language to sections of the SOPs relevant to their duties.*

### **“Standard Operating Procedures (SOPs)**

SOPs must be available in the main office in regularly updated, comprehensive written instructions, in workers’ native language, relating to daily, weekly, and monthly activities and procedures. Examples include but are not limited to:

- inspections of animals and facilities;
- inspections of equipment, routine maintenance and cleaning, and back-up protocols;
- monitoring and recording of periodic ammonia readings;
- maintenance and management of litter;
- any biosecurity protocols (e.g. maintaining nets, checking rodent bait, etc.);
- maintenance and testing of auxiliary power supply (if applicable);
- maintenance and testing of alarm systems (if applicable);
- maintenance and testing of automatic ventilation systems (if applicable);
- specific SOPs for poults;
- exterior access SOPs (where applicable);
- handling/ loading & transportation SOPs; and
- any additional procedures to maintain compliance with any applicable local, state, and federal regulations.”

*Optional for Training Purposes:*

-----

- I, the undersigned employee, have been trained and understand my duties per the Standard Operating Procedures, and have been provided a copy of the SOPs relevant to my duties.

Employee Name \_\_\_\_\_

Date \_\_\_\_\_

Employee Signature \_\_\_\_\_

Supervisor \_\_\_\_\_

## Emergency Response Plan

Name of Producer: \_\_\_\_\_

➤ *Note: Keep a copy of the Emergency Response Plan at the Main Office.*

- What are the contingency plans and precautions to cope with severe events/ emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by responsible personnel in the event of severe events/ emergencies such as fire, floods, storms or other severe weather, interruption of power or water, interruption of supplies?
- Are local emergency services numbers posted by phones? **Y** **N**

Emergency Service

Telephone #

Local fire department:

Emergency water supplies:

Local Utility:

Other:

- Are emergency contact numbers/ “telephone tree” posted by phones? **Y** **N**

List at least three responsible persons to contact in case of emergency:

Emergency Contact

Telephone #

Alternate #

1.

2.

3.

## Nutrition Plan

Name of Producer: \_\_\_\_\_ Site Name(s): \_\_\_\_\_

Flock ID: \_\_\_\_\_ Diet Formulation/ ID: \_\_\_\_\_

Nutritionist (or other qualified individual): \_\_\_\_\_

- *Note: Any evidence to confirm the following statements are acceptable, such as providing a letter from a qualified nutritionist or other qualified individual stating that they have been consulted to develop an appropriate diet for the producer that meets the requirements below; having the nutritionist or other qualified individual sign below that the following statements are true for the specified producer, sites, flocks, and diet formulations; providing documentation from the feed mill which establish that the following statements are true; etc.*
- Poultry must not be implanted or injected with any growth hormone/growth promoter or fed antibiotics (except ionophores) or fed beta agonists for the purpose of boosting growth or feed efficiency.
  - In-feed antibiotics or anti-parasitic agents are not used in the diet formulation noted above, except and unless for therapeutic reasons as prescribed by an attending veterinarian and as documented in the Animal Health Plan.
- *The Nutrition Plan must also as a minimum:*
- Include specifications for a diet which is adjusted as appropriate to the ages of the poult and turkeys and species/strain in order to promote balanced nutrition;
  - Specify that changes to the diet must be introduced gradually; and
  - Specify that feed intake for animals must be monitored when changing feed type to help ensure that animals do not lose weight.

Flock Nutritionist \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

## **Nutrition Plan (cont.)**

### Feed Suppliers:

Name:

Address:

Telephone #:

Mills used:

Major source / minor source (*circle one*)

Name:

Address:

Telephone #:

Mills used:

Major source / minor source (*circle one*)

### Feed Documentation

Are feed documents available for at least one year?

**Y**

**N**

(Keep a representative tag for each ingredient used,  
Replacing old with current tags as rations change)

Are there records of feed constituents?

**Y**

**N**

Describe feed storage: \_\_\_\_\_

Number of days' supply of feed is available on the farm: \_\_\_\_\_

Does supplier carry out any tests and/or safeguards  
on raw materials or finished feed?

**Y**

**N**



## Lighting Program

Name of Producer: \_\_\_\_\_

Site Name(s): \_\_\_\_\_

- *Note: For enclosed houses, or for houses in climates that preclude the regular/ daily opening of side curtains, the lighting program must be tested once per each flock with records on file. (The lighting program is not required if birds are provided daily access to evenly distributed natural light):*

### Lighting

Lighting must be designed and/or maintained to regulate a daily cycle for turkeys and poults 14 days or older.

- ☐ Per each 24-hour period, birds are provided daily access to evenly distributed natural light for a minimum continuous period of at least 8 hours, and to darkness for a minimum period of 6 hours or the natural period of darkness, if less.

OR

- ☐ For enclosed houses, or for houses in climates that preclude the regular/ daily opening of side curtains, the lighting program must be tested once per each flock with records on file. The lighting program must provide within each 24-hour period:
- ☐ A minimum continuous period of 8 hours of light:
    - ☐ The daytime light levels must be an average minimum of 10 lux (1 foot-candle) at the head height of the birds throughout the house, excluding areas in the shade of equipment, and
    - ☐ Supplemental lighting, where provided, must be uniformly distributed throughout the house.
  - ☐ A minimum period of 6 hours of darkness or the natural period of darkness, if less.

*Note: 'Darkness' refers to the substantial dimming of lights that permits the birds to rest, and is recommended to be no more than 1 lux (0.1 foot-candles) in intensity."*

## Animal Health Plan

Name of Producer: \_\_\_\_\_

Farm Location(s): \_\_\_\_\_

Flock Dates/ Flock ID: \_\_\_\_\_

- *Note: attach a copy of the Animal Health Plan. This plan must be developed in consultation with a qualified poultry veterinarian, and must be reviewed at least yearly and updated as necessary. The AHP must as a minimum include:*

- ☐ Records of vaccination protocols and any vaccinations;
- ☐ Records of treatment protocols and any treatments, including:
- ☐ Identification of the animal(s),
- ☐ The type of treatment and reason for the treatment, and
- ☐ Dates of treatment;
- ☐ The types/route of administration and quantities of medications used; and
- ☐ Details of the therapeutic use, defined as treatment, prevention and control, as allowed by current laws, of any antibiotics (including ionophores), antiparasitics, and antifungals, which includes the requirements that antibiotics, antiparasitics, and antifungals must only be used therapeutically as prescribed by the herd/flock veterinarian;
- ☐ Therapeutic use must be for individual animals OR for specific groups of animals only when specified by the herd/flock veterinarian through determination that the entire group is at high risk of contracting disease;
- ☐ Therapeutic use is in conformance with the latest edition of the FDA **Judicious Use of Antimicrobials for Livestock and Poultry Veterinarians** and complies with withdrawal periods;
- ☐ Livestock and poultry must not be implanted or injected with any growth hormone/ growth promoter or fed antibiotics (except ionophores) or fed beta-agonists for the purpose of boosting growth or feed efficiency.
- ☐ Records for any surgical procedures;
- ☐ Tolerance limits on overall flock performance;
- ☐ Causes of morbidity and mortality where known; and
- ☐ Targets for other aspects of flock health.

NOTE: Treatment must never be withheld to maintain antibiotic-free production policy. Animals must be given appropriate treatment, including antibiotics, if prescribed by the flock veterinarian, regardless of antibiotic-free production policy.

Flock Veterinarian \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

## **Animal Health Plan (cont.)**

### Vaccination Program

Poults

Age

Product

Turkeys

Age

Product

### Internal Parasite Control Program

### External Parasite Control Program

Name of Producer: \_\_\_\_\_

[illegible]

**This form is for your use. Farm records with  
this information may be substituted.**

## Biosecurity Plan, Structural

Name of Producer: \_\_\_\_\_

➤ *Note: provide details of the Biosecurity Plan, Structural, which must include as a minimum the following provisions:*

- ☐ The maintenance of physical methods for discouraging pests, predators, and wild birds, such as overhead netting in yards (where required for outside access for birds), screening of drains/vents/ openings, etc.;
- ☐ The posting of signs at the farm and/or house entrances which provide instructions and information for farm personnel and approved visitors regarding biosecurity policies;
- ☐ Exclusion of dogs and other animals from the houses;
- ☐ Property gates and/or secured houses to deter unapproved visitors; and
- ☐ Logging of all approved visitors. Non-farm personnel are not permitted on the site except by approval from farm managers, and unless appropriate precautions have been taken, including the company policy for the downtime from having contact with non-farm birds.

Is an all-in, all-out production system used? Is there any certification of the health status of the incoming poults?

Describe procedures/policies used to minimize disease risks associated with farm visitors and entry of delivery vehicles.

Is access restricted to specific areas of farm?	Y	N
Are vehicles disinfected prior to entering the farm?	Y	N
Describe how roads and buildings are secured		

## Biosecurity Plans, Operational

Name of Producer: \_\_\_\_\_

➤ *Note: provide details of the Biosecurity Plan, Operational, which must include as a minimum the following provisions:*

- ☐ The maintenance of outdoor areas adjacent to surrounding buildings to keep vegetation short and tidy within at least 24" from the house (i.e. removing vegetation which provides shelter to pests and predators);
- ☐ The maintenance of pest control methods and protocols such as baiting and trapping;
- ☐ The removal of feed sources and the protection of bulk feed and water supplies to reduce the attraction of pests, rodents, mold, etc.;
- ☐ The protocol for personnel working with older flocks to limit contact with poults;
- ☐ Facility/ equipment cleaning protocols and schedules; and
- ☐ The provision and maintenance of protective clothing, decontamination/ foot baths, and/or shower facilities for workers, where appropriate.

Pest Control Policy: List methods/products used for control:

### Rodents

traps	Y	N
bait	Y	N
limited access	Y	N
covered feed storage	Y	N

### Birds

bait	Y	N
nets	Y	N
covered feed storage	Y	N
noise or visual deterrents	Y	N

### Flies

bait	Y	N
environmental control (e.g., frequent cleaning)	Y	N

Foot Baths: list type used and how often solution is changed

*(skip if not applicable to operation)*

If used, what type of dip is it?

How often is solution changed?

## Biosecurity Plans, Operational (cont.)

### Feed and Water

#### Feed storage area

Is feed kept covered?	Y	N
Are feed storage areas cleaned between deliveries of feed?	Y	N
How often are feed systems cleaned?		

#### Water

Are water meters used and is daily water consumption recorded?	Y	N
How often are water systems cleaned?		
Are water systems disinfected?	Y	N
If yes, what is used:		
Are any water filtration/purification systems used?	Y	N
If yes, please list:		
Are “clean to dirty” work routines used?	Y	N

## **Cleaning & Sanitation Plan**

Name of Producer: \_\_\_\_\_

➤ *Note: provide details of the Cleaning & Sanitation Plan, which must include as a minimum the following provisions:*

- ☐ details for routine/ scheduled cleaning procedures and cleaning procedures between flocks;
- ☐ a recommended minimum standard layout period of 10 days between flocks; and
- ☐ records must be available for layout periods shorter than 10 days, which are permitted only under approval from the flock veterinarian for special circumstances, with reasons given.

List Compounds/products/methods used on farm to clean/disinfect:

Buildings and Equipment Cleaning/Disinfecting Procedures

Buildings

preparation  
cleaning method  
disinfection  
resting (drying)  
drains

Equipment

preparation  
cleaning method  
disinfection  
resting (drying)



## Waste Disposal Plan

Name of Producer: \_\_\_\_\_

- *Note: provide details of the Waste Disposal Plan, which must include as a minimum the following provisions:*

“Each farm must maintain a Waste Disposal Plan which details protocols for the safe and proper disposal of medical waste, sharps, carcasses, and other waste that poses a potential threat to animal and human health and safety.”

- How is medical waste (needles, scalpel blades, medicine containers, syringes, etc.) disposed of?

Are sharps containers used?

Y      N

- Has farm completed a formal training program in waste management?

Y      N

Type of training:

Date of completion:

## SOPs for Poults

Name of Producer: \_\_\_\_\_

➤ **Attach Standard Operating Procedures (SOPs) for Poults, which must include as a minimum:**

Poults must be sourced from a location that conforms to the requirements of the **American Humane Certified™ Animal Welfare Standards for Hatcheries**. This must be documented through (select only as appropriate):

- ☐ American Humane Certification of a company hatchery, or
- ☐ American Humane Certification of an outside hatchery, or
- ☐ Certificate of Conformance from an outside hatchery.

The poults must be inspected a minimum of twice daily, with records kept of mortalities and culls.

### Thermal Environment

Throughout the brooder term:

- ☐ From the first day, the poults must be handled carefully and placed in an appropriate thermal environment, as determined by the behavior of the poults. *If needed in order to maintain an appropriate thermal environment, the poults must be placed within brooder guards (rings).*
- ☐ The behavior of the poults must be closely monitored throughout the brooding period and the brooder area design must allow poults to move freely toward or away from the brooder heater.
- ☐ The space per poult and the brooder heaters/guards (where used) must be adjusted accordingly in order to maintain the appropriate thermal environment.

See **Supplement 1: Poult Thermal Levels** at the end of the audit tool for a graphic to help determine whether the arrangements of the brooder stoves and guards (where used) are maintaining appropriate thermal conditions, based on the behavior of the poults.

### Brooder Stoves and Guards

Brooder stoves/heaters and brooder guards (where used) must be carefully placed and maintained throughout the brooder period.

- ☐ The placement and maintenance of brooder heaters must minimize the risk of fire and emission of carbon monoxide.

#### Brooder stoves/ heaters:

- ☐ Brooder stoves/ heaters must be used as necessary to maintain the recommended thermal environment or until the poults are ranged or relocated to growing facilities.
- ☐ Stoves/ heaters must be raised/ lowered as necessary throughout the brooder period to maintain the optimal/ recommended thermal environment and to keep poults from roosting on them.
- ☐ Stove/ heater temperature settings must be monitored and adjusted as needed to maintain the optimal/ recommended thermal environment according to regular observations of poult behavior.

#### Brooder guards:

- ☐ Brooder guards (rings) must be used as needed to maintain an appropriate thermal environment for young poults, as determined by their behavior.
- ☐ Brooder guards must be of an appropriate height to minimize jumping, and the guard diameter around the stoves must be adjusted to maintain the optimal/ recommended thermal environment according to regular observations of poult behavior.

### Lighting Program for Poults

- ☐ The lighting program used for the poults must be recorded.
  - ☐ It is acceptable but not required to leave the lights on for the first three nights of the poult adjustment period. The poults and the lighting should be checked four times every 24 hours during the adjustment period.

*Note: Each day thereafter, it is recommended to increase the dark period by 1 hour per day until 6 hours of darkness is reached. Light levels for poults 14 days or younger should be a minimum of 20 lux (2 foot-candle).*

## **SOPs for Exterior Access**

Name of Producer: \_\_\_\_\_

- *For Houses with Exterior Access only: Attach Standard Operating Procedures (SOPs) for Exterior Access, which must include as a minimum:*

**“The American Humane Certified™ Animal Welfare Standards for Turkeys** do not require that poults or turkeys have access to the outdoors. Where they do, the following guidelines must be met. *Note: For Organic farms, provisions from the applicable Organic standards (i.e. NOP for US production) must also be followed in addition to any provisions noted in the American Humane Certified™ standards.*

Where turkeys and poults have access to the outside, Exterior Access SOPs must be available and include as a minimum:

- ☐ Schedule for when turkeys have access to the exterior, i.e. daily procedures for opening/closing pop holes, with continuous access to the outdoor areas during the daylight access period weather permitting;
- ☐ Maintenance of shade structures and netting/fencing for predator protection;
- ☐ For mobile housing units, schedule for rotation of mobile housing; and for permanent housing, schedule of pasture rotation;
- ☐ Detailed procedures and protocols for the maintenance of land to prevent buildup of pathogens and allow vegetation to regrow where the climate allows;
- ☐ Maintenance and active management of land to remedy damaged or sodden ground; and
- ☐ Maintenance of shade structures and fencing to discourage predators, rodents, and wild birds.

### **Exterior Access Policy**

The Exterior Access Policy must be available and state that:

- ☐ Poults and turkeys have access to the exterior by 5 weeks of age;
- ☐ Access is provided for a minimum of 8 hours each day except when the natural daylight period is less;
- ☐ All exit areas must normally be open for this time, except when this is precluded by inclement weather conditions;
- ☐ Protection is provided from predators and birds, and birds are closed in the house at night.
- ☐ Under situations of high risk for avian influenza or other highly pathogenic infectious diseases, birds can remain indoors as recommended by the veterinarian.

## Loading and Transportation SOPs

Name of Producer: \_\_\_\_\_

- *Note: Handling/ Loading and Transportation SOPs must be available for company and/or outside employees and focus on maintaining high standards of animal welfare during loading and transport and minimizing time in transport:*

### Food and Water Withdrawal

- ☐ Turkeys must be provided water up to the time when loading begins;
- ☐ Turkeys must not be deprived of food for more than 16 hours in total, including the period from loading, transport, and up to the time of processing.

Where possible, feeders, waterers, and other obstacles must be raised or removed from the house prior to loading to minimize the risk of bruising.

Managers must have provided the loading staff full and detailed written instructions for loading, handling, loading, and unloading, and loading staff must be trained and fully aware of their duties and responsibilities.

Loading must take place in low lighting to minimize birds' fear reactions.

*Loading is recommended to be done at night or early morning.*

- ☐ Actions must be taken to prevent turkeys from crowding together.
- ☐ Where crowding occurs, the birds must be allowed to spread out calmly and quietly, and given time to settle before loading is resumed.

Adequate ventilation at bird height must be provided for uncaught birds up to time of loading.

### Animal Welfare Officer

An Animal Welfare Officer (AWO) must be identified and present at the time of the audit. The AWO is a member in the loading crew who is responsible for supervising, monitoring, and maintaining high welfare standards throughout the loading process.

### Loading

#### By Herding and Use of Loaders:

- ☐ There must be sufficient personnel on hand to help ensure that the herding operation runs smoothly;
- ☐ Birds must be guided smoothly towards the mouth of the ramp, and the birds guided gently to allow the smooth loading of the birds into the coops;
- ☐ Loading personnel must handle birds carefully: Birds must be handled upright, never upside-down, and with adequate support to avoid injury and distress as they are placed into the coop/module.
- ☐ All loading personnel must watch for signs and act to prevent over-crowding, such as if the birds start piling or flapping their wings excessively; and
- ☐ All loading personnel must maintain constant vigilance throughout loading to help ensure that no birds are injured.

### Transport Coops/ Modules

Transport coops/ modules:

- ☐ Must be appropriate for the size/ weight of the turkeys;
- ☐ Must have no sharp edges or other protrusions or mechanisms which may cause injury to the turkeys; and
- ☐ Must have a solid floor surface to prevent soiling of the birds in the stack below.

### Load Supervisor

A load supervisor must be identified and present, and is responsible for checking that:

- ☐ all birds are upright in the coop and that no birds have their body parts caught in coop door.
- ☐ The density of birds in the coops is appropriate for the size of birds and the ambient temperature:
  - ☐ Birds have room to spread out as they desire and are not loaded atop one another,
  - ☐ The number of birds is increased during cold weather and decreased during hot weather.
- ☐ Unfit or injured birds are not transported but instead are immediately euthanized

## Transportation SOPs

Name of Producer: \_\_\_\_\_

- *Note: Attach Transportation SOPs, which must include the following provisions as a minimum:*

### Transportation SOPs

All personnel in charge of transportation and transport equipment, including non-employees must be trained in handling turkeys when loading and unloading the birds and while in transit. This can be demonstrated through a quarterly audit process, SOP, or a Certificate of Conformance (COC).

In periods of hot weather, turkeys must be transported at night or in the coolest part of the day OR systems must be in place to provide cooling during load out of birds.

- ☐ The transport SOPs must describe appropriate actions to be taken during loading and unloading when high ambient temperatures and/or high humidity pose a threat of heat stress to the birds.
- ☐ Prior to loading, weather forecasts must be consulted to determine the expected weather conditions, and if necessary supplemental ventilation or other cooling systems must be provided to reduce the risk of heat stress to the birds. *This is especially true of birds reared in houses with tunnel ventilation.*

The transport SOP must identify steps that are to be taken to shelter and protect the birds when they are transported during extreme weather.

The transport SOPs must address procedures to be followed in the event of an emergency, such as an accident.

Every effort must be made to help ensure journeys are completed without unnecessary delays, i.e. that drivers are aware of any potential traffic problems and that they plan their journey accordingly.

The AWO, i.e. the person supervising the handling and loading of birds, must work closely and coordinate with the processing plant to minimize the time birds spend waiting on the vehicle.

If it is necessary to keep birds on a stationary vehicle, the driver must take action to avoid thermal stress to the birds.

- *Note: If used, outside contractors must provide Certificate(s) of Conformance to these SOPs.*

## Processing SOPs

Name of Producer: \_\_\_\_\_

- *Note: Attach Processing SOPs, which must include all provisions noted in the **Animal Welfare Standards** as a minimum.*

### Processing SOPs

#### **Animal Welfare Policy**

The Processing SOPs must include an Animal Welfare Policy. This policy must include written procedures with regard to maintaining animal welfare in the processing plant, including the responsibilities and duties of staff and emergency procedures and contingency plans. The animal welfare policy must be regularly reviewed and updated.

#### **Animal Welfare Officer**

Managers must appoint at least one trained Animal Welfare Officer (AWO), who is responsible for the implementation of the animal welfare policy.

*A number of processing plants have installed closed circuit television (CCTV) monitors within the holding and slaughter areas. This allows those responsible for animal welfare including the AWO to help ensure that welfare standards are maintained. The installation of CCTV systems is recommended by American Humane.*

Managers, in conjunction with the AWO, must develop and implement a training program for all staff handling and slaughtering birds. They help ensure that staff members are properly trained to carry out their duties and are competent to perform them.

- ☐ Records of staff training are available.

The AWO must make frequent checks throughout the day to help ensure that birds are being effectively stunned and are insensible throughout the slaughter operation. Where this is not found to be the case, they must take immediate remedial action.

All transport coops must be examined on arrival at the slaughterhouse to identify any birds suffering from injury, heat or cold stress. Immediate action must be taken to prevent suffering and help ensure that similar occurrences are prevented. Turkeys must be placed in a thermally comfortable holding area immediately on arrival at the processing facility: temperature and humidity in the holding area must be regularly monitored. The person in charge of any premises must help ensure that any bird on their premises awaiting slaughter is:

- ☐ Provided with shade/ protection from direct sun and from adverse weather, i.e. wind, rain, hail, snow, etc.;
- ☐ Provided with means to mitigate the risk of heat stress, for example through the use of fans and misting equipment; and
- ☐ Immediate action **MUST** be taken to remedy conditions if any birds are found to be suffering from heat or cold stress.

Standby equipment, e.g. a generator, must be available for emergency breakdowns, and/ or the processor must have an effective contingency plan to cope with extenuating circumstances.

- *Note: If used, outside contractors must provide Certificate(s) of Conformance to the Processing SOPs.*



## Processing SOPs (cont.)

### SOPs for the Shackling, Stunning, and Bleeding

The shackling line must be located in an enclosed/sheltered area. Where loose birds are found they must be taken immediately to the hanging area or, if injured, immediately euthanized away from the line.

Processing plant managers must help ensure that sufficient personnel are employed on shackling lines at all times to help ensure due care and diligence. Personnel working on the shackling lines must be rotated frequently to avoid fatigue.

Shackling teams must be thoroughly trained to handle the birds in such a way as to avoid injury. Birds must be unloaded in a careful manner to minimize injury and distress to the birds.

Birds must be lifted and then hung on the shackles by both legs.

Appropriate measures must be taken to prevent wing flapping and birds raising their heads before reaching the stunning bath, i.e. the use of a breast bar, curtains, reduction in noise, low light intensity, etc.

Shackles must be of a size and a type that is specifically for turkeys and the slaughter line must run at a speed which permits the birds to be hung on properly without causing unnecessary pain or distress.

Turkeys must not be suspended for more than four minutes before they are stunned.

#### **Stunning**

Electrical water bath stunning or hand-operated stunning are acceptable methods of stunning:

Where an electrical water stunning bath is used:

- ☐ The water bath stunner must be designed and set up to prevent birds from receiving pre-stun shocks.
- ☐ The water bath used for stunning turkeys must be of sufficient size and depth, and the water must not overflow at the entrance. The electrode immersed in the water must extend the length of the water bath.
- ☐ The stunning bath must be set at a height appropriate for the size and number of birds. In particular, the height must be set such that the heads of all birds make an effective contact with the water bath.
- ☐ A current sufficient to induce insensibility in all birds prior to neck-cutting must be used.
- ☐ The water bath must be fitted with a controller that clearly displays voltage, current, and frequency settings to accurately monitor current flow through the bath when loaded with birds.

Where hand-held electrical stunners are used:

- ☐ The birds must be restrained in a cone or on a shackle.
- ☐ They must be stunned immediately after shackling.
- ☐ The stunning electrodes must be placed carefully and firmly in the optimum position (between the ear and eye).
- ☐ Stunners must be operated until initial wing flapping ceases, or until the legs become rigid and extended.

All stunning and bleeding equipment must be regularly maintained, cleaned, and checked daily to help ensure that it is in proper working order. Any problems must be reported to the AWO and rectified immediately.

There must be contingency plans in place to deal with occasions when unavoidable delays may occur and it is not possible to process birds. Specifically, if the slaughter line is stopped- AND if workers can access the birds safely- then birds between the point of shackling and the stunner must be removed and any birds that have already been stunned must be immediately and humanely slaughtered.

All birds leaving the stunner must be monitored regularly to help ensure that every bird has been effectively stunned.

Immediate action must be taken if this is found not to be the case. Staff must be trained to recognize the signs of an effective stun, and use these signs to recognize that birds have been effectively stunned or are dead.

Each bird must be checked to help ensure that the carotid artery has been cut effectively. This cut must be checked by the appointed member of staff who must be given sufficient time to sever the blood vessels manually, if necessary.

*Carotid arteries and jugular veins must be effectively severed manually or by using automated equipment that performs a ventral cut.*

No more than 10 seconds may elapse between stunning and neck cutting.

Turkeys must not be immersed in a scalding tank or plucked until at least 90 seconds have elapsed since the major blood vessels in their necks have been severed.

- *Note: If used, outside contractors must provide Certificate(s) of Conformance to the Processing SOPs. See Sections P26-31 for Controlled Atmosphere Stunning.*

## Records of Stockperson Training Training of All Stockpersons

Name of Producer: \_\_\_\_\_

Type of Training: \_\_\_\_\_  
(if applicable, attach documents/ description)

Name of Trainer: \_\_\_\_\_ Date of Training: \_\_\_\_\_

- I, the undersigned employee, have attended the provided training and understand how it is relevant to my duties and responsibilities.

Name of Employee/ Trainee	Signature of Employee/ Trainee	Date

**This form is for your use. Farm records with  
this information may be substituted.**



## Records of Stockperson Training (cont.)

### Specialized Training

Name of Producer: \_\_\_\_\_

- Employee: By signing below, you are confirming that you have received training which includes “hands-on” instruction in the topic noted & your proficiency has been confirmed by the trainer.
- Trainer: By initialing below, you are confirming the employee’s proficiency in the training topic through your direct observation.

Training Topic(s)	Name of Trainer	Initials of Trainer	Name of Employee/ Trainee	Signature of Employee/ Trainee	Date

**This form is for your use. Farm records with  
this information may be substituted.**

## Records of Stockperson Training (cont.) On-Farm Crews and Outside Workers

Name of Producer: \_\_\_\_\_

- *Note: provide documentation conforming to the **Animal Welfare Standards** for the training of on-farm crews and outside workers.*

## Inspections of Turkeys and Poults

Name of Producer: \_\_\_\_\_

House ID: \_\_\_\_\_

- *The stockperson performing the inspections must proceed in a careful, deliberate manner to avoid frightening the birds unnecessarily, i.e. by making loud noises, sudden movements, etc., and must follow a path that allows them to see all of individual birds in the house.*
- *During inspections or at any other time, if any animal is found to be in severe pain or is suffering from severe sickness or injury then the animal must be immediately euthanized by qualified personnel.*
- *All mortalities found during inspections or at any other time must be removed promptly.*

Date	Time (AM/PM)	Inspection By	Number Mortalities	Number Culls	Remarks

**This form is for your use. Farm records with  
this information may be substituted.**

## House ID: \_\_\_\_\_

[illegible]

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Revision Date March 2020

## Equipment Inspections (cont.)

Name of Producer: \_\_\_\_\_

House ID: \_\_\_\_\_

### Inspections and Maintenance of Equipment

Stockpersons must inspect and maintain all equipment on which the poults and turkeys depend on a daily basis, whether the equipment is manual or automatic. Stockpersons must also perform routine, scheduled maintenance as defined in the SOPs, and records of maintenance must be kept. Where a defect is found (whether on inspection or at any other time):

- ☐ It must be rectified immediately, and records must be kept of the nature of the defect and how the defect was rectified; or
- ☐ If the defect cannot be rectified immediately, the records must detail the measures as specified in the SOPs that the stockperson followed in order to safeguard the birds from suffering unnecessary pain or distress as a result of the defect. Records show that these measures were maintained until the defect was rectified.
- ☐ Routine maintenance must be performed per the equipment manufacturer's recommendations, with records kept.

### Inspections and Maintenance of Water Systems

Records must be kept showing the following:

- ☐ water availability is checked daily;
- ☐ water flow rate is monitored and recorded weekly and is verified using water meters or the graduated cylinder methodology;
- ☐ water lines are flushed between flock cycles; and
- ☐ poult drinkers especially are maintained in a clean and sanitary condition.
- ☐ No dirty water may be dumped in the houses but instead must be properly disposed of outside the house.

### Inspections of Auxiliary Power Supply:

- ☐ Records must be kept showing that an auxiliary power supply (such as a standby generator), is available on-site and is tested periodically according to manufacturer recommendations with the outcome of the test documented.
- ☐ Records must show that the auxiliary power supply is capable of providing instant start and has sufficient capacity to operate critical equipment such as fans, feeders, waterers, and lights for the duration of the outage.

*An Auxiliary Power Supply is not required for sites which rely on manually operated equipment.*

### Ventilation & Environmental Controls

For controlled environment houses:

- ☐ Maximum and minimum temperatures must be monitored daily.
- ☐ Ventilation equipment must be checked daily and maintained for proper operation.
- ☐ Ventilation rates must be monitored daily and adjustments made in order to maintain minimum ventilation requirements and to maintain air quality parameters.
- ☐ Documentation on ventilation system must be available that includes information on design, capacity, and CFM rating.
- ☐ A backup plan must be in place to safeguard birds from suffering pain or distress as a result of a malfunction of the ventilation equipment.

## Inspections of Alarm Systems

For controlled environment houses, alarm systems must be installed and functional for giving notification in the event of an emergency (e.g. during a power failure, high temperatures, water failure, etc.)

- ☐ For controlled environment houses, records must be kept showing that alarm systems (audible & remote) are tested monthly, with the outcome of the test documented.
- ☐ Records must show that the alarm systems are operational even if the principal electricity has failed.

## Additionally for Automatic Ventilation Systems

Automatic ventilation systems must contain:

- ☐ An alarm that will give adequate warning of the failure of that system to function properly. *The alarm must operate even if the principle electricity supply to it has failed.*
- ☐ Additional equipment or means of ventilation (whether automatic or manual) must be available which, in the event of such a failure of the ventilation system, will provide adequate ventilation so as to prevent the poulters or turkeys from suffering unnecessary distress as a result of the failure.
- ☐ Automatic side curtains, where installed, must open automatically in the event of power failure or high temperature, with record of doing so.
- ☐ For manual side curtains, the SOPs must require the side curtains to be opened manually in the event of an emergency condition (high temperature, etc.)

## Monitoring of Ammonia Levels

Records must be available showing:

- ☐ Results of tests of ammonia levels, measured at poult placement and at one month intervals thereafter, with the final measurement taken at two weeks prior to loading. (Note: measurements should be performed prior to any tilling. See "Litter Maintenance Plan" below also.)
- ☐ Ammonia levels, measured by the producer at the height of the animals at multiple locations in the house, must not exceed 25 parts per million (ppm), and ideally should be maintained at less than 10 ppm.
- ☐ If any ammonia test result is in excess of 25 ppm, records must show that a program of ammonia mitigation was implemented. Along with a description of the steps taken to reduce ammonia levels, records must show that testing was performed weekly until ammonia levels dropped below 25 ppm.

*Note: Provisions must be made to help ensure that aerial contaminants do not reach a level at which they are noticeably unpleasant to a human observer. Effective control of ammonia levels through litter maintenance and adequate ventilation helps control levels of other aerial contaminants such as dust, HS, CO, and CO<sub>2</sub>. Ammonia levels are to be maintained at less than 10 ppm wherever possible.*

## Litter Maintenance Plan

The SOPs and training manuals must have a section detailing proper maintenance of litter, and must include that:

- ☐ Litter is not allowed to become wet, infested with insect pests, or otherwise harmfully contaminated.
- ☐ Litter that is wet or otherwise contaminated is not introduced into the housing.
- ☐ Wet litter resulting from accidental flooding is replaced.
- ☐ If litter is tilled, ventilation rates must be adjusted as necessary immediately after tilling to mitigate the temporary increase in ammonia levels.

## Policies for Husbandry Procedures

### Toe-Clipping Policy

➤ *Note: If toe-clipping and/or dewclaw trimming are performed routinely on the hens, or if toe-clipping is routinely performed on the toms, a Toe-Clipping Policy is available which includes:*

- ☐ Poults are sourced from a company hatchery that is certified by the American Humane Certified™ program.
- ☐ Poults are sourced from an outside hatchery that performs the toe-clipping and/or dewclaw trimming within the first 24 hours of life by microwave trimming. A Certificate of Conformance must be available from the outside hatchery stating that toe-clipping and/or dew claw trimming was performed by properly trained and proficient personnel using appropriate, well-maintained equipment per all requirements detailed in this Toe-Clipping Policy and applicable animal welfare standards.

### Policy for Other Procedures

#### Snood-Trimming

The practice of Snood-Trimming is contrary to the principles of American Humane and must NOT be performed.

#### Caponization & Dubbing

The practices of caponization and dubbing are not typically performed on modern turkey farms. Neither practice is permitted under the **American Humane Animal Welfare Standards**.

## **Policies for Husbandry Procedures (cont.)**

### **Beak-Trimming Policy**

- *Note: If beak-trimming/tipping is performed routinely on the birds, the producer must have a Beak-Trimming Policy that confirms: beak trimming/ tipping may only be performed where there is a concern about cannibalism, and must not be performed to prevent feed wastage. Additionally:*
- ☐ Poults are sourced from a company hatchery that is certified by the American Humane Certified™ program.
  - ☐ Poults are sourced from an outside hatchery that performs the beak-trimming/ tipping within the first 24 hours using infrared equipment. A Certificate of Conformance must be available from the outside hatchery stating that beak trimming/ tipping was performed by properly trained and proficient personnel using appropriate, well-maintained equipment per all requirements detailed in this Beak-Trimming Policy and applicable animal welfare standards.
  - ☐ Beak-trimming/ tipping is performed at the hatchery by the use of microwave equipment, only by properly trained and proficient personnel using approved procedures and appropriate, well-maintained equipment. Records must be kept of: the names of the stockpersons who have undergone training for the correct beak-trimming/ tipping procedures; the name of the trainer; confirmation that the trainees' competence in performing the procedure was validated by the trainer, including proper techniques and proper use of any equipment; and the date(s) that the training occurred.
- 
- ☐ The pullets' beaks should be tipped, i.e. blunted, where possible. Otherwise, beak-trimming must stop at the mandible.
  - ☐ Poults which have been recently trimmed/ tipped must be monitored to help ensure that they are consuming adequate feed and that they are able to use the waterers.
  - ☐ Beak trimming on older birds, including 'touch-up' trimming, must not be performed as a matter of course.



## Euthanasia Policy

Name of Producer: \_\_\_\_\_

- *Note: “The Euthanasia Policy includes provisions for routine euthanasia (culls), end-of-flock euthanasia, and emergency euthanasia (including mass disposal during disease outbreaks such as for highly pathogenic Avian Influenza). Euthanasia and disposal of carcasses must be consistent with applicable local, state, and federal regulations.”*
- *Attach the Euthanasia Policy and applicable records, which must as a minimum conform to the following provisions:*
- ☐ “Only properly trained farm personnel or the flock veterinarian are to perform euthanasia.
- ☐ Training records which identify: the names of the stockpersons who have undergone training; the name of the trainer; the specific method(s) of euthanasia covered in the training; confirmation that the trainees’ competence in performing the procedure was validated by the trainer, including proper techniques and proper use of any equipment; and the date(s) that the training occurred.
- ☐ Procedures stating that:
  - If there is any doubt as to whether euthanasia is required: the veterinarian or properly trained personnel is to be called at an early stage to advise whether treatment is possible; OR
  - If the veterinarian or properly trained personnel determine that an animal is in severe, uncontrollable pain or is unable to move on its own accord, then the animal is to be promptly euthanized to prevent further suffering.
- ☐ For euthanasia methods requiring equipment: records showing that equipment has been maintained per the manufacturer’s recommendations and that it is required to be stored securely, protected, and kept clean.
- ☐ The approved methods of euthanasia that are to be used for each age group of animals and under what circumstances, i.e. for routine culling or for emergency euthanasia for flocks. These methods must be performed promptly to prevent further suffering and must comply with the latest edition of the American Veterinary Medical Association’s **AVMA Guidelines for the Euthanasia of Animals**.
- ☐ The farm performs one of the following approved methods of on-farm euthanasia:
  - Cervical dislocation, to be used in an emergency or for euthanizing a very small number of birds. Cervical dislocation involves stretching the neck to dislocate the first vertebrae in the neck from the skull and cause extensive damage to the major blood vessels. Use of equipment that crushes the neck rather than dislocates the spine, such as pliers, is never acceptable practice.
  - Electrical stunning, immediately followed by neck cutting.
  - Captive bolt euthanasia.
  - Carbon dioxide, or other suitable gas/ gas mixture, delivered in an appropriate container at acceptable concentrations.
  - Any other method approved by the latest edition of the **AVMA Guidelines for the Euthanasia of Animals**.
- ☐ Procedures stating that the persons performing euthanasia must verify that each animal has been properly euthanized. If necessary, the same or an alternate method is performed immediately to help ensure that the animal does not suffer.
- ☐ For other than routine culls, logs stating the reason for euthanasia, the date, the competent personnel performing the euthanasia, the numbers of animals euthanized, and the procedure used.
- ☐ Procedures for the prompt, proper disposal of carcasses, and records of the name of the outlet through which all such carcasses are disposed, unless carcasses are disposed of on-farm, in which case records are kept of the disposal method. Disposal must meet all state, local, and/or federal regulations.

**Nothing stated here is intended to discourage the prompt diagnosis and appropriate treatment of any ill or injured animal.”**

## **Euthanasia Policy Records**

### Individuals Trained and Approved to Perform Euthanasia:

The individuals listed have been trained in the specific method(s) of euthanasia noted. The trainer has confirmed and validated the trainee's competence in performing the procedure(s) noted, and records of this training have been kept on file:

<b>Date</b>	<b>Name of Trainee/ Stockperson</b>	<b>Name of Trainer</b>	<b>Method(s) of Euthanasia</b>

**This form is for your use. Farm records with  
this information may be substituted.**

## Euthanasia Policy (cont.)

### Records (cont.)

Approved Methods of Euthanasia:

Age of Birds	Euthanasia Method for Routine Culling	Emergency Euthanasia Method

- Emergency Euthanasia Plan (by age group) – **Post in visible location.**

Business name:

Veterinarian name and phone number:

Rendering or disposal service:

Producers must keep a copy of the ***AVMA Guidelines for the Euthanasia of Animals*** with their flock plans.

- Carcass Disposal Policy

Method of carcass disposal (if rendering company or dead hauler used, list name and number):

Method used to restrict access/viewing of the public to carcasses present on farm/ranch:

Method used to reduce fly and odor nuisance:

# Appendix B

Animal Welfare Standards  
Audit Tool

# American Humane Farm Program

## American Humane Certified™

### **Turkeys**

## Animal Welfare Standards Audit Tool

## Introduction



The **American Humane Farm Program (American Humane Certified™ Animal Welfare Standards)** is the product of over 140 years of applied experience in farm animal welfare. Since its beginning in 1877, American Humane has had a long history with the humane treatment of farm animals. In its work to improve the treatment of working animals and livestock in transit, American Humane has been involved in almost every major advancement in improving the welfare of animals, including an instrumental role in the enactment of the 28 Hour Transportation Law. In 1916, the U.S. Secretary of War asked American Humane to help with the rescue of horses and other animals on the battlefields of World War I. The program that followed became American Humane Rescue program, which continues to this day to rescue and shelter animals involved in disasters throughout the country.

Given its history, it was natural that American Humane would create the first farm animal welfare audit program. In 2000, American Humane pioneered the first third party audit and certification program in the United States to encourage and support the humane treatment of animals used for food. Organized as the Free Farmed® certification program, the first **Animal Welfare Standards** were based on the Royal Society for the Prevention of Cruelty to Animals' **Welfare Standards**, the Federation of Animal Science Societies' **FASS Guide for the Care and Use of Agricultural Animals in Research and Teaching**, and the governing principles first developed by the Farm Animal Welfare Council (FAWC) known as the "Five Freedoms of Animal Welfare":

- Freedom from hunger and thirst
- Freedom from discomfort
- Freedom from pain, injury, or disease
- Freedom from fear and distress
- Freedom to express normal behaviors

Since its origins, American Humane's farm animal welfare standards have been and continue to be a living document. The standards and the audit process are continually reviewed and updated, using the expertise of the Scientific Advisory Committee. This committee of internationally renowned animal scientists and veterinarians advances new science and regularly evaluates the standards to help ensure that the American Humane Certified™ program incorporates the best and current knowledge of humane practices.

American Humane collaborates with institutions and organizations on independent research in animal behavior as well as new handling and housing applications. The program incorporates the practical, hands-on experience of farmers and ranchers, and helps ensure that new technology and knowledge from veterinarians and animal research experts are shared with producers. Third-party audits help to educate, encourage, and support producers in adopting humane practices. The program promotes clear, reasoned communication with consumers and retailers about the meaning and value of humanely raised food and the benefits not only to animals but also to people.

*Note: Please refer to Appendix C of the full **Animal Welfare Standards** for a list of additional References consulted in the development of these standards.*

# Audit Scoring

## Score Process

Each individual Audit (e.g., hatchery, grower, processing, or transportation, as applicable at specific sites and facilities) will receive its own score ("**Audit Score**"). For each audit item, producer will receive the maximum number of points allotted if it meets the standard, and zero points if it does not meet the standard (i.e., no partial credit). When an audit item is deemed not applicable (e.g., because it is not relevant to the type of Audit), it will be removed from the total available points in calculating the Audit Score. To be eligible for certification, producer must pass each mandatory Pass/Fail audit item and receive an Audit Score of at least 85% for each Audit.

Since not every audit item may apply to every farm, some items will be considered Not Applicable (NA). It is necessary to remove these NA questions from the overall count. An example of this process has been provided below:

a.) Total Points Possible			b.) Total NA's	c.) Adjusted Points Achievable	d.) Total Points Achieved	Overall Audit Percentage
Items	Value	Points	Example	Example	Example	
1	100	100	(--)	100	100	
3	50	150	(--)	150	150	
22	25	550	(--)	550	550	
43	10	430	1 @ 10	420	400	
62	3	186	4 @ 3	174	165	
<b>A.) Total Points Possible</b>			<b>B.) Total NA's</b>	<b>C.) Total Points Achievable</b>	<b>D.) Total Points Achieved</b>	<b>D./C. = Overall Audit Percentage</b>
<b>=1416</b>			<b>=22</b>	<b>= A.-B. =1416-22 =1394</b>	<b>= 1365</b>	<b>Example= 1365/1394=98%</b>

**Step 1-** Count the Total Points Possible for all items on the scored **Animal Welfare Standards Audit Tool**.

**Step 2-** Count the number of Total Not Applicable (NA) audit items. Subtract the Total NA's from the Total Points Possible for all items. This will give you the Adjusted Points Achievable for the audit.

**Step 3-** Count up the Total Points Achieved in the audit. These are the audit items that were in conformance.

**Step 4-** Divide the Total Points Achieved by the adjusted Total Points Achievable to find the Overall Audit Percentage.

## Non-Conformances

All welfare issues identified with a loss of points during an audit are discussed in the exit interview by the auditor and will be described on the **Non-Conformance Report**. The **Non-Conformance Report** will list out the non-conformances found by the auditor and must be signed by both the manager and auditor. All corrective actions agreed upon at the exit interview must be corrected even if your farm receives certification.

## Corrective Action Plan

If a producer receives an Audit Score of less than 100%, producer must submit a Corrective Action Plan, which details steps that the producer will take to reach 100% compliance to all relevant Animal Welfare Standards.

## Completion Report

Upon implementation of any Corrective Action Plan, a Completion Report confirming implementation of the plan must be submitted for American Humane's review and approval.

The American Humane Certified™ The American Humane Farm program reserves the right to perform unannounced audits at any time during the certification period.

# American Humane Certified™ Farm Data Form Turkeys

- Auditor note: the following information should be completed in full (unless N/A) and reported to the American Humane Certified™ program with submission of the audit.*

<b>AUDITOR:</b>	<b>AUDIT DATE:</b> From:                      To:		<b>AUDIT SCORE:</b>
<b>LICENSE HOLDER:</b>			
<b>PRODUCER:</b>		<b>LICENSE MANAGER:</b>	
Address:		Email:	
City:		Office #:	
State:		Cell #:	
ZIP:		Alt #:	
Country:		Fax #:	
<b>AUDIT FARM LOCATION:</b>			
<b>AUDIT FARM:</b>		<b>FARM MANAGER:</b>	<b>STOCKPERSON:</b>
Address:		Email:	Email:
City:		Office #:	Office #:
State:		Cell #:	Cell #:
ZIP:		Alt #:	Alt #:
Country:		Fax #:	Fax #:
<b>POULT SUPPLIER:</b>		<b>TRANSPORTER:</b>	<b>PROCESSOR:</b>
NAME:		NAME:	NAME:
Address:		Address:	Address:
City, State ZIP:		City, State ZIP:	City, State ZIP:
Country:		Country:	Country:
Contact:		Contact:	Contact:
Contact #:		Contact #:	Contact #:

**FARM DATA:****FOR ALL HOUSES ON-SITE:****Total Number of Houses on Site:****Total Number of Poults on Site:****Total Number of Turkeys on Site:****Conventional or Organic:****FOR AUDITED HOUSE ONLY:****Type of Outside Access, if Provided:***(N/A, run/winter garden, free-range, pasture)***Audited Floor Space (ft<sup>2</sup>):****Audited Outside Space (ft<sup>2</sup>):***(Only if applicable)***Number of Birds Placed in House:****Number of Birds at Time of Audit:****Type of Feeder, Primary:****Other Feeder, if applicable:****Mortality Rate (%/month):****Length OR No. of Feeders:****Other Feeder, if applicable:***(specify units of measurement)***Est. Wt. Turkeys, Time of Audit (lbs):****Target Weight of Turkeys (lbs):****Type of Waterer:****Other Waterer, if applicable:****Yearly Number of Cycles:****Length OR No. of Waterers:****Other Waterer, if applicable:***(specify units of measurement)***Cumulative Turkey Production:***(lbs per year)***Additional Farm Notes:****List of Other Quality Assurance Programs:**

## Audit Notes

- The American Humane Certified™ standards are written to cover facilities in varying geographic and temperature regions and facilities utilizing different systems. Therefore, not all sections in these standards apply to every facility. Farmers must comply with any local, state or federal mandates for handling and processing turkeys that affect the environment or safety of their product.
- If an outside company is used for other processes such as transport, processing, etc., auditors must verify this process by observing the practices being conducted. If this is not a viable option for the site, then the company needs to be able to show documentation that the individuals are properly trained in these areas. This can be accomplished through training documents, employee interviews, and/or the Certificate of Conformances.
- If the auditor observes willful acts of abuse or neglect towards the birds during the course of the audit, s/he must suspend the audit and notify the manager, their audit company, and the American Humane Certified™ program immediately.
- Unless noted otherwise, for each audit item, select all boxes that apply regardless of whether the audit item is marked "Yes" or "No." For any audit item marked "No", provide reasons in the "Notes" section.
- A Certificate of Conformance (COC) is a document signed or otherwise authenticated by an individual certifying the degree to which terms or services meet specified requirements. A COC may be required when third parties, for example, are used for tasks like loading.



# Office Records/ Management

A high degree of caring and responsible management and husbandry is vital to help ensure good animal welfare. Managers and stockpersons must be thoroughly trained, skilled, and competent in animal husbandry and welfare. They must have a good working knowledge of their system and the animals under their care.

The following records and documentation must be made available to the auditor at the time of the audit. These are to be maintained in the form of a Farm Manual. Producers may use their own forms for records or they may use template forms that are provided in Appendix A of the full **Animal Welfare Standards for Turkeys**.

## Company Policy & Employee Code of Conduct

		Selection	Score
M1	<p><b>Company Policy</b> The Company Policy must be available to all workers, in their native language. Workers must sign and date that they have been provided a copy of, and that they understand their responsibilities under, the Company Policy, which must include as a minimum:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Emphasis of the company's commitment to providing an environment that promotes high standards of animal welfare;</li> <li><input type="checkbox"/> The implementation of a "zero-tolerance" policy stating that kicking, throwing, yelling at, purposefully scaring the birds, or neglecting to provide feed, water, or health care, and/or other willful acts of abuse or neglect towards the birds will not be tolerated and, upon the discretion of the company, these actions are grounds for immediate dismissal; and</li> <li><input type="checkbox"/> The implementation of an animal welfare "whistle blower" policy that protects employees who report animal welfare issues.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
M2	<p><b>Employee Code of Conduct</b> An Employee Code of Conduct must be available to all workers, in their native language. Personnel must sign and date that they have been provided a copy of, and that they understand their responsibilities under, this Code of Conduct, which must include as a minimum:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> All personnel are expected to handle the birds in a positive and compassionate manner at all times;</li> <li><input type="checkbox"/> Each worker has the responsibility for and is expected to contribute to upholding high standards of animal welfare at all times as they perform their duties;</li> <li><input type="checkbox"/> In addition to the worker's assigned duties, each also must be cognizant that the basic requirements such as adequate feed, water, lighting, ventilation, temperature control, and biosecurity must be provided to the hens all times, and direct remedial action must be taken and/or a supervisor must be notified if any of these basic necessities are lacking; and</li> <li><input type="checkbox"/> All personnel have access to the <b>Animal Welfare Incident Report</b> or a similar company document. Personnel must complete and submit this document or otherwise report whenever they observe incidents related to animal welfare that cause them concern.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

<b>M3</b>	<p><b>Animal Welfare Officer</b> Each company must have at least one designated Company Animal Welfare Officer (AWO). The Company AWO is the individual designated as responsible for ensuring the implementation of animal welfare policies and for monitoring operations to help ensure that high standards of animal welfare are being provided to the animals at all times.</p> <p>➤ <u>Auditor note:</u> The owner/ operator or license manager may designate him or herself as the AWO.</p>	<p><input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A</p>	<b>___ /10</b>
<b>M4</b>	<p><b>Annual Self-Evaluation of Animal Welfare</b> Each site must have records of a self-evaluation (-assessment/ -audit) of animal welfare, conducted once yearly at a minimum.</p> <p><input type="checkbox"/> The self-evaluation (-assessment/ -audit) must include evaluation of management, as well as the animals' environment and the condition of the animals themselves at each site. It is recommended that the producer conduct a mock audit using the American Humane Certified™ Animal Welfare Audit Tool OR the producer may follow company or other protocols for self-evaluation/ mock audits that meet the above criteria.</p> <p><input type="checkbox"/> Where the self-evaluation (-assessment/ -audit) identified non-conformances, records either must describe the corrective actions that were taken to address the non-conformance, or must detail the timeline for full implementation of corrective actions including intermediate steps.</p> <p><input type="checkbox"/> The self-evaluation (-assessment/ -audit) must include the evaluation of existing company protocols related to animal welfare for effectiveness. Records must note any changes that were made as a result.</p> <p>➤ <u>Auditor note:</u> Score this question as either "Yes" or "No".</p>	<p><input type="radio"/> Yes <input type="radio"/> No</p>	<b>___ /10</b>

## Office Records & Documentation

<b>M5</b>	<p><b>Records of Production</b> Comprehensive production records must be available for at least one year in electronic, graphic, or tabular form for each flock cycle, recording performance parameters including but not limited to:</p> <p><input type="checkbox"/> animal movement logs (i.e. dates of placement and of loading); <input type="checkbox"/> target turkey weights and age of flock at loading; <input type="checkbox"/> numbers of mortalities (with reasons stated, if known); <input type="checkbox"/> numbers of cull birds (with reasons stated); and <input type="checkbox"/> feed intake and water consumption.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<b>/3</b>
<b>M6</b>	<p><b>Building Checklists</b> Records must be available for at least one year for each house with the following information for previous and current flocks in that house:</p> <p><input type="checkbox"/> total floor area available; <input type="checkbox"/> total number of birds placed; <input type="checkbox"/> target weight of birds at loading; <input type="checkbox"/> total numbers of waterers and feeders; and <input type="checkbox"/> target air quality parameters and ammonia levels.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<b>/3</b>

M7	<p><b>Standard Operating Procedures (SOPs)</b> SOPs must be available in the main office in regularly updated, comprehensive written instructions, in workers' native language, relating to daily, weekly, and monthly activities and procedures. Examples include but are not limited to:</p> <ul style="list-style-type: none"> <li>○ inspections of animals and facilities;</li> <li>○ inspections of equipment, routine maintenance and cleaning, and back-up protocols;</li> <li>○ monitoring and recording of periodic ammonia readings;</li> <li>○ maintenance and management of litter;</li> <li>○ any biosecurity protocols (e.g. maintaining nets, checking rodent bait, etc.);</li> <li>○ maintenance and testing of auxiliary power supply (if applicable);</li> <li>○ maintenance and testing of alarm systems (if applicable);</li> <li>○ maintenance and testing of automatic ventilation systems (if applicable);</li> <li>○ specific SOPs for poult;</li> <li>○ exterior access SOPs (where applicable);</li> <li>○ handling/ loading &amp; transportation SOPs; and</li> <li>○ any additional procedures to maintain compliance with any applicable local, state, and federal regulations.</li> </ul> <p>➤ Auditor note: mark "Yes" if SOPs for miscellaneous activities and procedures <u>are available</u>; mark "No" if they are not.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M8	<p><b>Emergency Response Plan</b> An Emergency Response Plan must be available at the main office. This plan must include:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Contingency plans and precautions to cope with severe events/emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by responsible personnel in the event of severe events/ emergencies such as fire, floods, storms or other severe weather, interruption of power or water, interruption of supplies, etc.</li> <li><input type="checkbox"/> Procedures to help ensure that responsible individuals (and alternates, if necessary) can be notified. This should include primary and alternate contact numbers for these individual(s) responsible for reacting to emergencies, i.e. farm workers/ managers, family members, and/or owner as appropriate. <i>Note: it is recommended to provide contact numbers for at least three responsible workers and/or family members when possible, and a "telephone tree" to help ensure that all responsible parties may be contacted if necessary.</i></li> </ul> <p><i>Note: The ERP should also include emergency contact information and numbers, i.e. site address and other relevant information, contacts for fire department, local utilities, etc.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

## Animal Health, Nutrition, & Lighting Plans

M9	<p><b>Animal Health Plan</b> A written Animal Health Plan (AHP) must be available at the main office. This plan must include:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Certification or proof that the AHP has been developed in consultation with the flock veterinarian: <ul style="list-style-type: none"> <li>○ The flock veterinarian must sign and date the AHP; and</li> <li>○ The AHP must be regularly, at least yearly;</li> </ul> </li> <li><input type="checkbox"/> Records of vaccination protocols and any vaccinations;</li> <li><input type="checkbox"/> Records of treatment protocols and any treatments, including:</li> <li><input type="checkbox"/> Identification of the animal(s);</li> <li><input type="checkbox"/> The type of treatment and reason for the treatment;</li> <li><input type="checkbox"/> Dates of treatment;</li> <li><input type="checkbox"/> The types/route of administration and quantities of medications used;</li> <li><input type="checkbox"/> Details of the therapeutic use, defined as treatment, prevention and control, as allowed by current laws, of any antibiotics (including ionophores), antiparasitics, and antifungals, which includes the requirements that antibiotics, antiparasitics, and antifungals must only be used therapeutically as prescribed by the herd/flock veterinarian;</li> <li><input type="checkbox"/> Therapeutic use must be for individual animals OR for specific groups of animals only when specified by the flock veterinarian through determination that the entire group is at high risk of contracting disease;</li> <li><input type="checkbox"/> Therapeutic use is in conformance with the latest edition of the FDA <i>Judicious Use of Antimicrobials for Poultry Veterinarians</i> and complies with withdrawal periods;</li> <li><input type="checkbox"/> Records of any surgical procedures.</li> <li><input type="checkbox"/> Tolerance levels for overall flock performance;</li> <li><input type="checkbox"/> Causes of morbidity and mortality where known; and</li> <li><input type="checkbox"/> Targets for other aspects of flock health.</li> <li><input type="checkbox"/> Livestock and poultry must not be implanted or injected with any growth hormone/ growth promoter or fed antibiotics (except ionophores) or fed beta-agonists for the purpose of boosting growth or feed efficiency.</li> </ul> <p>NOTE: Treatment must never be withheld to maintain antibiotic-free production policy. Animals must be given appropriate treatment, including antibiotics, if prescribed by the flock veterinarian, regardless of antibiotic-free production policy. Use of hormones in poultry is prohibited by the Food and Drug Administration in the United States of America.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
M10	<p><b>Flock Performance Parameters</b> Flock Performance Parameters must be continuously monitored for indicators of disease or production disorders.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Monitoring of flock performance parameters must include review of records of observations made during daily inspections, and the monitoring of specific health conditions by personnel and by the flock veterinarian.</li> </ul> <p>If any flock performance parameter falls outside the tolerance limits identified in the AHP, the veterinarian or properly trained personnel must be informed and a program of action developed to remedy the problem, as defined in the AHP. Rates of inspections must be increased until flock performance parameters return to acceptable limits.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

M11	<p><b>Flock Health Monitoring Program</b> A Flock Health Monitoring Program must be included as part of the AHP and must:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Detail the protocols and procedures for the continuous monitoring of flock health for indicators of disease and production disorders;</li> <li><input type="checkbox"/> Be developed under the guidance and approval of the flock veterinarian;</li> <li><input type="checkbox"/> Identify the specific health criteria to be monitored;</li> <li><input type="checkbox"/> Designate the personnel responsible for monitoring; and</li> <li><input type="checkbox"/> Establish the tolerance limits which trigger the immediate implementation of a program of remedial action and, where necessary, a veterinary investigation.</li> </ul> <p>Where a problem is identified as defined by the Flock Health Monitoring Program, rates of inspections must be increased until the problem is mitigated. If the mortality within a house is in excess of 0.5% in a 24-hour period, a veterinary investigation must be made to determine the cause and remedy the problem.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M12	<p><b>Action and Management Plans in the AHP</b> Records of any Action and Management Plans must be retained as part of the AHP, including but not limited to:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Action plans to remedy any problems which cause animal performance parameters to fall outside tolerance limits;</li> <li><input type="checkbox"/> Procedures to be followed in the event of an outbreak of abnormal behavior (such as aggression or fighting among birds) including appropriate and immediate changes in the system of management, with records kept. Problems that may be genetic or related to incubation need to be addressed in consultation with the flock veterinarian;</li> <li><input type="checkbox"/> Management plans for the prevention of suffering from chronic joint disease or leg deformation, which includes: <ul style="list-style-type: none"> <li>○ The monitoring and assessment of daily inspection logs for culls due to leg abnormalities and/or deformities to help ensure that an increasing problem is not developing, and where found,</li> <li>○ Recommendations and guidance from the flock veterinarian to alleviate/ prevent such instances;</li> </ul> </li> <li><input type="checkbox"/> Action plans for the mitigation/ prevention of recurring injuries seen in a number of birds to suggest that there is a common cause and that is attributable to physical features of the environment or handling procedure; and</li> <li><input type="checkbox"/> The program adopted and followed for the reduction and control of organisms that cause food safety concerns.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M13	<p><b>Nutrition Plan</b> A Nutrition Plan must be available at the main office. This plan includes:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Certification or proof that the diet has been developed in consultation with a qualified poultry nutritionist;</li> <li><input type="checkbox"/> Specifications for a diet that is adjusted as appropriate to the turkeys' age and species/strain in order to promote balanced nutrition;</li> <li><input type="checkbox"/> Changes to the diet must be introduced gradually; and</li> <li><input type="checkbox"/> Retention of feed records for one year, including identification of the feed mill and feed constituents/concentrates used at each site.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

M14	<p><b>Lighting Program</b> The lighting program must be designed and/or maintained to regulate a daily cycle for turkeys and young birds 14 days or older.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Per each 24-hour period, birds must be provided daily access to evenly distributed natural light for a minimum continuous period of at least 8 hours, and to darkness for a minimum period of 6 hours or the natural period of darkness, if less. <i>(Select this bullet, skip remaining bullets, and mark "Yes" to this question for houses in climates that permit for the regular/ daily opening of side curtains and/or for free-range/ pasture operations. Side curtains must be operable and regularly spaced across the entire house to permit an even spread of natural light. Otherwise, proceed to next bullet.)</i></li> <li><input type="checkbox"/> For enclosed houses, or for houses in climates that preclude the regular/ daily opening of side curtains, the lighting program must be documented and light intensity tested and recorded once per each flock. The lighting program must provide within each 24-hour period: <ul style="list-style-type: none"> <li><input type="checkbox"/> A minimum continuous period of 8 hours of light: <ul style="list-style-type: none"> <li><input type="checkbox"/> The daytime light levels must be an average minimum of 10 lux (1 foot-candle) at the head height of the birds throughout the house, excluding areas in the shade of equipment, and</li> <li><input type="checkbox"/> Supplemental lighting, where provided, must be uniformly distributed throughout the house.</li> </ul> </li> <li><input type="checkbox"/> A minimum period of 6 hours of darkness or the natural period of darkness, if less.</li> </ul> </li> </ul> <p><i>Note: 'Darkness' refers to the substantial dimming of lights that permits the birds to rest, and is recommended to be no more than 1 lux (0.1 foot-candles) in intensity.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
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## Biosecurity & Sanitation Plans

M15	<p><b>Biosecurity Plan, Structural/Access</b> The structural biosecurity plan must be available and include as a minimum:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> The maintenance of physical methods for discouraging pests, predators, and wild birds, such as overhead netting in yards (where required for outside access for birds), screening of drains/ vents/ openings, etc.;</li> <li><input type="checkbox"/> The posting of signs at the farm and/or house entrances which provide instructions and information for farm personnel and approved visitors regarding biosecurity policies;</li> <li><input type="checkbox"/> Exclusion of dogs and other animals from the houses;</li> <li><input type="checkbox"/> Property gates and/or secured houses to deter unapproved visitors; and</li> <li><input type="checkbox"/> Logging of all approved visitors. Non-farm personnel are not permitted on the site except by approval from farm managers, and unless appropriate precautions have been taken, including the company policy for the downtime from having contact with non-farm birds.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
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<b>M16</b>	<b>Biosecurity Plan, Operational</b> The operational biosecurity plan must be available and include as a minimum: <ul style="list-style-type: none"> <li><input type="checkbox"/> The maintenance of outdoor areas adjacent to surrounding buildings to keep vegetation short and tidy within at least 24" from the house (i.e. removing vegetation which provides shelter to pests and predators);</li> <li><input type="checkbox"/> The maintenance of pest control methods and protocols such as baiting and trapping;</li> <li><input type="checkbox"/> The removal of feed sources and the protection of bulk feed and water supplies to reduce the attraction of pests, rodents, mold, etc.;</li> <li><input type="checkbox"/> The protocol for personnel working with older flocks to limit contact with poult;</li> <li><input type="checkbox"/> Facility/ equipment cleaning protocols and schedules; and</li> <li><input type="checkbox"/> The provision and maintenance of protective clothing, decontamination/ foot baths, and/or shower facilities for workers, where appropriate.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>M17</b>	<b>Cleaning and Sanitation Plan</b> The Cleaning and Sanitation Plan must be available as part of the overall health plan and must include: <ul style="list-style-type: none"> <li><input type="checkbox"/> details for routine/ scheduled cleaning procedures and cleaning procedures between flocks;</li> <li><input type="checkbox"/> a recommended minimum standard layout period of 10 days between flocks; and</li> <li><input type="checkbox"/> records must be available for layout periods shorter than 10 days, which are permitted only under approval from the flock veterinarian for special circumstances, with reasons given.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>M18</b>	<b>Waste Disposal Plan</b> Each farm must maintain a Waste Disposal Plan which detail protocols for the safe and proper disposal of medical waste, sharps, carcasses, and other waste that poses a potential threat to animal and human health and safety.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

## Specific SOPs for Poults

<b>M19</b>	Poults must be sourced from a location which conforms to the requirements of the <b>American Humane Certified™ Animal Welfare Standards for Hatcheries</b> . This must be documented through ( <i>select only as appropriate</i> ): <ul style="list-style-type: none"> <li><input type="checkbox"/> American Humane Certification of a company hatchery, or</li> <li><input type="checkbox"/> American Humane Certification of an outside hatchery, or</li> <li><input type="checkbox"/> Certificate of Conformance from an outside hatchery.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
<b>M20</b>	The poults must be inspected a minimum of twice daily, with records kept of mortalities and culls.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>M21</b>	<b>Thermal Environment</b> Throughout the brooder term: <ul style="list-style-type: none"> <li><input type="checkbox"/> From the first day, the poults must be handled carefully and placed in an appropriate thermal environment, as determined by the behavior of the poults. <i>If needed in order to maintain an appropriate thermal environment, the poults must be placed within brooder guards (rings).</i></li> <li><input type="checkbox"/> The behavior of the poults must be closely monitored throughout the brooding period and the brooder area design must allow poults to move freely toward or away from the brooder heater.</li> <li><input type="checkbox"/> The space per poult and the brooder heaters/guards (where used) must be adjusted accordingly in order to maintain the appropriate thermal environment.</li> </ul> <p><i>See <b>Supplement 1: Poult Thermal Levels</b> at the end of the audit tool for a graphic to help determine whether the arrangements of the brooder stoves and guards (where used) are maintaining appropriate thermal conditions, based on the behavior of the poults.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

<b>M22</b>	<p><b>Brooder Stoves and Guards</b>  Brooder stoves/ heaters and brooder guards (where used) must be carefully placed and maintained throughout the brooder period.</p> <p><input type="checkbox"/> The placement and maintenance of brooder heaters must minimize the risk of fire and emission of carbon monoxide.</p> <p><u>Brooder stoves/ heaters:</u></p> <p><input type="checkbox"/> Brooder stoves/ heaters must be used to maintain the recommended thermal environment or until the pouts are ranged or relocated to growing facilities.</p> <p><input type="checkbox"/> Stoves/ heaters must be raised/ lowered throughout the brooder period to maintain the optimal/ recommended thermal environment and to keep poults from roosting on them.</p> <p><input type="checkbox"/> Stove/ heater temperature settings must be monitored and adjusted as needed to maintain the optimal/ recommended thermal environment according to regular observations of poult behavior.</p> <p><u>Brooder guards:</u></p> <p><input type="checkbox"/> Brooder guards (rings) must be used as needed to maintain an appropriate thermal environment for young poults, as determined by their behavior.</p> <p><input type="checkbox"/> Brooder guards must be of an appropriate height to minimize jumping, and the guard diameter around the stoves must be adjusted to maintain the optimal/ recommended thermal environment according to regular observations of poult behavior.</p>	<input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b> <input type="checkbox"/> <b>N/A</b>	<b>/10</b>
<b>M23</b>	<p><b>Lighting Program for Poults</b></p> <p><input type="checkbox"/> The lighting program used for the poults must be recorded.  It is acceptable but not required to leave the lights on for the first three nights of the poult adjustment period. The poults and the lights should be checked four times every 24 hours during the adjustment period.  <i>Note: Each day thereafter, it is recommended to increase the dark period by 1 hour per day until 6 hours of darkness is reached.</i></p> <p><input type="checkbox"/> Light levels for poults 14 days or younger should be a minimum of 20 lux (2 foot-candle).</p>	<input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b> <input type="checkbox"/> <b>N/A</b>	<b>/3</b>



## Exterior Access SOPs

The **American Humane Certified™ Animal Welfare Standards for Turkeys** do not require that turkeys have access to the outdoors. Where they do, the following standards must be met.

- Note: For Organic farms, provisions from the applicable organic standards (i.e. National Standards Organic Board for US production) must also be followed in addition to any provisions noted in the American Humane Certified™ standards.

<b>M24</b>	<p>Where turkeys and poult have access to the outside, Exterior Access SOPs must be available and include as a minimum:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Schedule for when turkeys have access to the exterior, i.e. daily procedures for opening/ closing pop holes, with continuous access to the outdoor areas during the daylight access period weather permitting;</li> <li><input type="checkbox"/> Maintenance of shade structures and netting/fencing for predator protection;</li> <li><input type="checkbox"/> For mobile housing units, schedule for rotation of mobile housing; and for permanent housing, schedule of pasture rotation;</li> <li><input type="checkbox"/> Detailed procedures and protocols for the maintenance of land to prevent buildup of pathogens and allow vegetation to regrow where the climate allows;</li> <li><input type="checkbox"/> Maintenance and active management of land to remedy damaged or sodden ground; and</li> <li><input type="checkbox"/> Maintenance of shade structures and fencing to discourage predators, rodents, and wild birds.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
<b>M25</b>	<p><b>Exterior Access Policy</b>            The Exterior Access Policy must be available and state that:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Poults and turkeys have access to the exterior by 5 weeks of age;</li> <li><input type="checkbox"/> Access is provided for a minimum of 8 hours each day except when the natural daylight period is less;</li> <li><input type="checkbox"/> All exit areas must normally be open for this time, except when this is precluded by inclement weather conditions;</li> <li><input type="checkbox"/> Protection is provided from predators and birds, and birds are closed in the house at night.</li> <li><input type="checkbox"/> Under situations of high risk for avian influenza or other highly pathogenic infectious diseases, birds can remain indoors as recommended by the veterinarian.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>

## Catching & Handling and Transportation SOPs

	<p>Catching &amp; Handling and Transportation SOPs must be available for company and/or outside employees and focus on maintaining high standards of animal welfare during loading and transport and minimizing time in transport. (See “Transport” section.)</p>	<p><b>Refer to “Transport” Section for Scoring</b></p>	<b>/-</b>
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## Records of Personnel Training

*The continuing education of personnel who have day-to-day contact with the poult and turkeys is one of the most important ways to help ensure behaviors that support and promote animal welfare. It is important to have documentation confirming personnel training in aspects of flock welfare appropriate to the level of operation.*

M26	<p><b>Training Documentation</b>  <i>Note: applies to <u>all training</u> in this section “Records of Personnel Training”</i></p> <p>Stockpersons must be provided training at orientation, as well as yearly updates, refresher courses (and opportunities for professional development) and specialized training in aspects of animal welfare appropriate to the level of operation. For all training of personnel:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Training must be presented in the workers' native language.</li> <li><input type="checkbox"/> Training may include videos, manuals, classroom settings, online instruction, etc. as appropriate.</li> <li><input type="checkbox"/> Training <u>must</u> include review of company SOPs and ‘hands-on’ experience and evaluations.</li> <li><input type="checkbox"/> Training must include review of the <b>American Humane Certified™ Animal Welfare Standards</b>.</li> <li><input type="checkbox"/> Training must clearly define what is expected of each worker so that each is fully aware of his/her duties and responsibilities.</li> <li><input type="checkbox"/> Training records must be signed by both the trainer and the trainee, and include the training topic (i.e. orientation, yearly update/refresher course, specialized training, etc.) as well as the training date.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M27	<p><b>Training for All Personnel</b>            Prior to being given responsibility for the welfare of poult and turkeys, all personnel must be properly trained. As a minimum, the training program for all personnel in direct contact with the poult and turkeys must include the following topics:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Knowledge of the normal behavior of turkeys and of the flock and to recognize the signs of good health and welfare;</li> <li><input type="checkbox"/> Knowledge of the proper way to handle birds in a manner that minimizes unnecessary stress;</li> <li><input type="checkbox"/> Recognizing the signs of abnormal behavior and fear;</li> <li><input type="checkbox"/> Recognizing deviations from normal flock activity;</li> <li><input type="checkbox"/> Understanding the physical and environmental requirements for turkeys;</li> <li><input type="checkbox"/> Basic knowledge of the signs of common diseases, illnesses, and injuries, and who to notify when birds are acting abnormally; and</li> <li><input type="checkbox"/> Basic knowledge of the conditions that cause welfare problems such as illness, injury, or abnormal behavior.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

<b>M28</b>	<p><b>Specialized Training of Stockpersons</b> Documentation must be available showing that stockpersons have been appropriately trained to perform specialized duties, with emphasis on optimizing health and animal welfare, and minimizing pain and distress to the animals. Prior to performing any procedures that have the potential to cause suffering, the stockperson must be able to demonstrate to the trainer that they are proficient in performing those procedures. Specialized training includes but is not limited to:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> specific training in the correct procedures for performing inspections of the animals; identifying which animals are to be culled/ euthanized and recognizing unusual conditions or behaviors; and the appropriate and timely remedial actions to be taken, either by the direct action of the stockperson or through the notification of the responsible personnel; <ul style="list-style-type: none"> <li><input type="checkbox"/> Sick birds must be treated immediately, and any birds suffering from injuries such as open wounds or fractures must be segregated and treated or must be euthanized immediately.</li> </ul> </li> <li><input type="checkbox"/> specific training for those who are responsible for the care of poults in the brooder area;</li> <li><input type="checkbox"/> specific training in the proper techniques for beak-trimming and/or toe-clipping, where applicable and approved;</li> <li><input type="checkbox"/> specific training and certification of the approved stockpersons' proficiency in approved techniques for euthanasia;</li> <li><input type="checkbox"/> specific training and orientation for stockpersons responsible for any equipment on which the birds depend, including: <ul style="list-style-type: none"> <li><input type="checkbox"/> recognizing normal operation of the equipment;</li> <li><input type="checkbox"/> operating the equipment competently (e.g., heaters, lighting, ventilation, flaps/fans);</li> <li><input type="checkbox"/> carrying out routine maintenance to help ensure that the equipment is kept in good working order;</li> <li><input type="checkbox"/> recognizing common signs of malfunction; and</li> <li><input type="checkbox"/> carrying out any actions in the event of failures.</li> </ul> </li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
	<p><b>Training of Catch and Transport Crews</b> Documentation must be available for the training of loading and transport crews in order to minimize distress to the animals, and all members of the loading and transport crews must be provided full, detailed, written instructions. (See "Transport" section.)</p>	<b>Refer to "Transport" Section for Scoring</b>	<b>/-</b>

## Training of Outside Workers

<b>M29</b>	<p><b>Training of Outside Workers</b> Documentation must be available for training for crews outside the producer's control (loading crews, transport crews, etc.) to confirm familiarity with and conformance to the standards herein. Training must be validated through employee documents and/or Certificates of Conformance.</p> <p>Outside workers must be held to the same standards of humane care as the company employees.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
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## Inspections of Poults and Turkeys

<b>M30</b>	<p>Records must be available for a minimum of one year showing that the poults and turkeys and the facilities are inspected a minimum of twice daily. These records must:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> identify the person performing the inspection, and the time (am/pm) and date of the inspection;</li> <li><input type="checkbox"/> record the numbers of mortalities with reasons stated, if known; and</li> <li><input type="checkbox"/> record the numbers of culls, with reasons stated.</li> </ul> <ul style="list-style-type: none"> <li>➤ The stockperson performing the inspections must proceed in a careful, deliberate manner to avoid frightening the animals unnecessarily, and must follow a path that allows them to see all of individual animals in the house.</li> <li>➤ During inspections or at any other time, if any animal is found to be suffering from severe sickness or injury (i.e. the poult or turkey is unable to walk either at all or walks with great difficulty and needs to rest within 5 feet) then the animal is immediately euthanized by approved (trained) personnel.</li> <li>➤ Mortalities found during inspections or at any other time must be removed promptly.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
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## Inspections & Maintenance of Equipment

<b>M31</b>	<p><b>Inspections and Maintenance of Equipment</b></p> <p>Stockpersons must inspect and maintain all equipment on which the poults and turkeys depend on a daily basis, whether the equipment is manual or automatic. Stockpersons must also perform routine, scheduled maintenance as defined in the SOPs, and records of maintenance must be kept. Where a defect is found (whether on inspection or at any other time):</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> It must be rectified immediately, and records must be kept of the nature of the defect and how the defect was rectified; or</li> <li><input type="checkbox"/> If the defect cannot be rectified immediately, the records must detail the measures as specified in the SOPs that the stockperson followed in order to safeguard the birds from suffering unnecessary pain or distress as a result of the defect. Records show that these measures were maintained until the defect was rectified.</li> <li><input type="checkbox"/> Routine maintenance must be performed per the equipment manufacturer's recommendations, with records kept.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>M32</b>	<p><b>Inspections and Maintenance of Water Systems</b></p> <p>Records must be kept showing the following:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> water availability is checked daily;</li> <li><input type="checkbox"/> water flow rate is monitored and recorded weekly and is verified using water meters or the graduated cylinder methodology;</li> <li><input type="checkbox"/> water lines are flushed between flock cycles; and</li> <li><input type="checkbox"/> poult drinkers especially are maintained in a clean and sanitary condition.</li> <li><input type="checkbox"/> No dirty water may be dumped in the houses but instead must be properly disposed of outside the house.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>

<b>M33</b>	<b>Inspections of Auxiliary Power Supply:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Records must be kept showing that an auxiliary power supply (such as a standby generator), is available on-site and is tested periodically according to manufacturer recommendations with the outcome of the test documented.</li> <li><input type="checkbox"/> Records must show that the auxiliary power supply is capable of providing instant start and has sufficient capacity to operate critical equipment such as fans, feeders, waterers, and lights for at least 24 hours.</li> </ul> <p>➤ <i>Auditor note: mark "N/A" for sites, which rely on manually operated equipment. An Auxiliary Power Supply is not required in these locations.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>M34</b>	<b>Ventilation &amp; Environmental Controls</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Maximum and minimum temperatures must be monitored daily.</li> <li><input type="checkbox"/> Ventilation equipment must be checked daily and maintained for proper operation.</li> <li><input type="checkbox"/> Ventilation rates must be monitored daily and adjustments made in order to maintain minimum ventilation requirements and to maintain air quality parameters.</li> <li><input type="checkbox"/> A backup plan must be in place to safeguard birds from suffering pain or distress as a result of a malfunction of the ventilation equipment.</li> </ul> <p>For controlled environment houses:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Documentation on ventilation system must be available that includes information on design, capacity, and CFM rating.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>M35</b>	<b>Inspections of Alarm Systems</b> <p>For controlled environment houses, alarm systems must be installed and functional for giving notification in the event of an emergency (e.g. during a power failure, high temperatures, water failure, etc.)</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> For controlled environment houses, records must be kept showing that alarm systems (audible &amp; remote) are tested weekly, with the outcome of the test documented.</li> <li><input type="checkbox"/> Records must show that the alarm systems are operational even if the principal electricity has failed.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>M36</b>	<b>Additionally for Automatic Ventilation Systems</b> <p>Automatic ventilation systems must contain:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> An alarm that will give adequate warning of the failure of that system to function properly. <i>The alarm must operate even if the principle electricity supply to it has failed.</i></li> <li><input type="checkbox"/> Additional equipment or means of ventilation (whether automatic or manual) must be available which, in the event of such a failure of the ventilation system, will provide adequate ventilation so as to prevent the poult or turkeys from suffering unnecessary distress as a result of the failure.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>M37</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Automatic side curtains, where installed, must open automatically in the event of power failure or high temperature, with record of doing so.</li> <li><input type="checkbox"/> For manual side curtains, the SOPs must require the side curtains to be opened manually in the event of an emergency condition (high temperature, etc.)</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>

M38	<p><b>Monitoring of Ammonia Levels</b> Records must be available showing:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Results of tests of ammonia levels at poult placement (if poults are <i>not</i> placed on new litter) and at one month intervals thereafter, with the final measurement taken at two weeks prior to loading. (Note: measurements should be performed prior to any tilling. <u>See “Litter Maintenance Plan” below.</u>)</li> <li><input type="checkbox"/> Ammonia levels, measured by the producer at the height of the animals at multiple locations in the house, must not exceed 25 parts per million (ppm), and ideally should be maintained at less than 10 ppm.</li> <li><input type="checkbox"/> If any ammonia test result is in excess of 25 ppm, records must show that a program of ammonia mitigation was implemented. Along with a description of the steps taken to reduce ammonia levels, records must show that testing was performed weekly until ammonia levels dropped below 25 ppm.</li> </ul> <p><i>Note: Provisions must be made to help ensure that aerial contaminants do not reach a level at which they are noticeably unpleasant to a human observer. Effective control of ammonia levels through litter maintenance and adequate ventilation helps control levels of other aerial contaminants such as dust, H<sub>2</sub>S, CO, and CO<sub>2</sub>. Ammonia levels are to be maintained at less than 10 ppm wherever possible.</i></p> <p>➤ <i>Auditor note: Score “Yes” to this item if records show that the producer conducted ammonia testing for each flock as indicated; AND that either:</i></p> <ul style="list-style-type: none"> <li>○ <i>All results of ammonia levels were less than 25 ppm, OR</i></li> <li>○ <i>If records show that ammonia levels exceeded 25 ppm at any time for any reason, that the producer immediately implemented an ammonia mitigation program. Along with a description of the mitigation program, there must be records that daily tests were performed until confirmation that the program was effective, i.e. until ammonia levels dropped below 25 ppm.</i></li> </ul> <p><i>Otherwise, score “No” to this item.</i></p> <p>➤ <i>Auditor note: Air quality and ammonia levels must be evaluated on-site on the day of the audit. See E12-14.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
M39	<p><b>Litter Maintenance Plan</b> The SOPs and training manuals must have a section detailing proper maintenance of litter, and must include that:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Litter must be maintained at an optimum moisture level, with enough moisture to limit dust but dry enough so that there is no free water when squeezed in the hand.</li> <li><input type="checkbox"/> Litter must not be allowed to become wet or otherwise harmfully contaminated.</li> <li><input type="checkbox"/> Litter that is wet or otherwise contaminated is not introduced into the housing.</li> <li><input type="checkbox"/> Wet litter resulting from accidental flooding is replaced.</li> <li><input type="checkbox"/> If litter is tilled, ventilation rates must be adjusted immediately after tilling to mitigate the temporary increase in ammonia levels.</li> </ul> <p><i>Auditor note: Litter quality must be evaluated on-site on the day of the audit. See Litter section of Audit Tool.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

## Policies for Husbandry Procedures

<p><b>M40</b></p>	<p><b>Toe-Clipping Policy</b></p> <p><b>Auditor Note:</b> select only as applicable.</p> <p><input type="checkbox"/> Toe-clipping is NOT performed routinely on either the hens or the toms (If true, select this bullet, skip the following bullets, and mark “Yes” to this audit item. Otherwise, leave blank and proceed to next bullets.)</p> <p>OR</p> <p><input type="checkbox"/> Toe-clipping is performed routinely on the hens;  <input type="checkbox"/> Toe-clipping is performed routinely on the toms; and</p> <p>A Toe-Clipping Policy for hens and toms is available which includes: (select only as applicable:)</p> <p><input type="checkbox"/> Poults are sourced from a company hatchery that performs toe-clipping within the first 24 hours of life by microwave trimming and that is certified by the American Humane Certified™ program.</p> <p>OR</p> <p><input type="checkbox"/> Poults are sourced from an outside hatchery that performs toe-clipping within the first 24 hours of life, using microwave trimming devices. A Certificate of Conformance must be available from the outside hatchery stating that toe-clipping was performed by properly trained and proficient personnel using appropriate, well-maintained equipment per all requirements detailed in this Toe-Clipping Policy and applicable animal welfare standards.</p>	<p><input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N/A</p>	<p><b>/25</b></p>
<p><b>M41</b></p>	<p><b>Policy for Other Procedures</b></p> <p><b>Snood-Trimming</b>  The practice of snood-trimming is contrary to the principles of American Humane and must NOT be performed.</p> <p><b>Caponization &amp; Dubbing</b>  The practices of caponization and dubbing are not typically performed on modern turkey farms. Neither practice is permitted under the <b>American Humane Animal Welfare Standards</b>.</p>	<p><input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N/A</p>	<p><b>/25</b></p>

M42	<p><b>Beak Trimming Policy</b> While beak trimming is undesirable, in housing systems there is a risk of outbreaks of cannibalism, and cannibalistic behavior may quickly affect a considerable proportion of the flock if not addressed. Beak trimming/tipping is only allowed as a preemptive measure to mitigate the risk of cannibalism if beaks are left intact.</p> <p>➤ Auditor note: select only as applicable:</p> <p><input type="checkbox"/> Beak trimming/ tipping is NOT performed routinely on the birds, either at the hatchery or on-site (<i>If true, select this bullet, skip the following bullets, and mark "Yes" to this audit item. Otherwise, leave blank and proceed to next bullets.</i>)</p> <p><input type="checkbox"/> Beak trimming/tipping is performed routinely on the birds, and the producer must have a Beak Trimming Policy that confirms: beak trimming/ tipping may only be performed where there is a concern about cannibalism and must not be performed to prevent feed wastage. (<i>select only as applicable:</i>)</p> <p style="padding-left: 40px;"><input type="checkbox"/> Poults are sourced from a company hatchery that is certified by the American Humane Certified™ program.</p> <p style="text-align: center;">OR</p> <p><input type="checkbox"/> Poults are sourced from an outside hatchery that performs the beak-trimming/ tipping within the first 24 hours using infrared equipment. A Certificate of Conformance must be available from the outside hatchery stating that beak-trimming/ tipping was performed by properly trained and proficient personnel using appropriate, well-maintained equipment per all requirements detailed in this Beak Trimming Policy and applicable animal welfare standards.</p> <p style="text-align: center;">AND</p> <p><input type="checkbox"/> Beak trimming/ tipping is performed at the hatchery by the use of microwave technology only by properly trained and proficient personnel using approved procedures and appropriate, well-maintained equipment. Records must be kept of: the names of the stockpersons who have undergone training for the correct beak-trimming/ tipping procedures; the name of the trainer; confirmation that the trainees' competence in performing the procedure was validated by the trainer, including proper techniques and proper use of any equipment; and the date(s) that the training occurred.</p> <p><input type="checkbox"/> The pullets' beaks should be tipped, i.e. blunted, where possible. Otherwise, beak trimming must stop at the mandible.</p> <p><input type="checkbox"/> Poults which have been recently trimmed/ tipped must be monitored to help ensure that they are consuming adequate feed and that they are able to use the waterers.</p> <p><input type="checkbox"/> Beak-trimming on older birds must not be performed as a matter of course unless there is a severe problem, all other measures have failed and permission is granted by the American Humane Certified™ program.</p> <p><i>Note: The producer should take care when selecting birds to avoid genetic strains with undesirable traits, particularly aggressiveness and a tendency to feather peck.</i></p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> N/A</p>	/25
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M43	<p><b>Plans for Discouraging Feather Pecking and Cannibalism</b></p> <p>The Beak Trimming Policy must specify methods to discourage the spread of cannibalism. If outbreaks of cannibalism do occur:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Methods to discourage the spread of cannibalism must be conducted without delay.</li> <li><input type="checkbox"/> The producer must notify the American Humane Certified™ program that the problem exists and must explain the steps that the producer proposes to take, and the producer must provide regular updates.</li> <li><input type="checkbox"/> Artificial appliances (such as blinkers attached to the beak or nostrils or contact lenses) designed to stop cannibalism must not be used.</li> <li><input type="checkbox"/> Methods should include removing particularly aggressive birds if they are identifiable and segregating injured birds as first steps, followed by providing distractions/ enrichments to the birds, providing additional perches or panels so that subordinate birds can retreat, and/or reducing light levels.</li> <li><input type="checkbox"/> If these measures still do not mitigate the problem, the producer must contact the American Humane Certified™ program for additional recommendations.</li> </ul> <p><u>Note: the American Humane Certified™ program will consider beak trimming of older birds only as a method of last resort when other measures fail.</u></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
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## Euthanasia Policy

The Euthanasia Policy includes provisions for routine euthanasia (culls) and emergency euthanasia. Euthanasia and disposal of carcasses must be consistent with applicable local, state, and federal regulations.

M44	<p><b>Euthanasia Policy</b> A Euthanasia Policy must be available which includes provisions for humane and timely, routine and emergency, euthanasia. This policy must include:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Training records which identify: the names of the stockpersons who have undergone training; the name of the trainer; the specific method(s) of euthanasia covered in the training; confirmation that the trainees' competence in performing the procedure was validated by the trainer, including proper techniques and proper use of any equipment; and the date(s) that the training occurred.</li> <li><input type="checkbox"/> Procedures stating that: <ul style="list-style-type: none"> <li><input type="checkbox"/> If there is any doubt as to whether euthanasia is required: the veterinarian or properly trained personnel must be called at an early stage to advise whether treatment is possible; OR</li> <li><input type="checkbox"/> If the veterinarian or properly trained personnel determine that an animal is in severe, uncontrollable pain, or is unable to move on its own accord, then the animal must be promptly euthanized to prevent further suffering.</li> </ul> </li> <li><input type="checkbox"/> For euthanasia methods requiring equipment: records showing that equipment has been maintained per the manufacturer's recommendations and that it is required to be stored securely, protected, and kept clean.</li> <li><input type="checkbox"/> The approved methods of euthanasia that are to be used for each age group of animals and under what circumstances, i.e. for routine culling or for emergency euthanasia for groups of birds. These methods must comply with the latest edition of the American Veterinary Medical Association's <b>AVMA Guidelines for the Euthanasia of Animals</b>. The farm performs one of the following approved methods of on-farm euthanasia (<i>select as applicable</i>): <ul style="list-style-type: none"> <li><input type="checkbox"/> Cervical dislocation, to be used in an emergency or for euthanizing a very small number of birds. Cervical dislocation involves stretching the neck to dislocate the first vertebrae in the neck from the skull and cause extensive damage to the major blood vessels. <u>Use of equipment that crushes the neck rather than dislocates the spine, such as pliers, is never acceptable practice.</u></li> <li><input type="checkbox"/> Electrical stunning, immediately followed by neck cutting.</li> <li><input type="checkbox"/> Captive bolt stunning.</li> <li><input type="checkbox"/> Any other method approved by the AVMA guidelines.</li> </ul> </li> <li><input type="checkbox"/> Procedures stating that the persons performing euthanasia must verify that each animal has been properly euthanized. If necessary, the same method or an alternate method must be performed immediately to help ensure that the animal does not suffer.</li> <li><input type="checkbox"/> For other than routine culls, logs stating the reason for euthanasia, numbers of animals euthanized, the date, and the procedure used.</li> <li><input type="checkbox"/> Procedures for the prompt, proper disposal of carcasses, and records of the name of the outlet through which all such carcasses are disposed, unless carcasses are disposed of on-farm, in which case records are kept of the disposal method. Disposal must meet all state, local, and/or federal regulations.</li> </ul> <p><b><u>Nothing stated here is intended to discourage the prompt diagnosis and appropriate treatment of any ill or injured animal.</u></b></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/50
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## On-Site/ Food & Water

Birds must be free from unnecessary hunger, thirst and malnutrition by being provided a wholesome diet and continuous access (until the start of catching) to fresh water to maintain their full health, prevent hunger, thirst, and malnutrition, and promote a positive state of well-being. Feed and water must be distributed in a manner that allows the birds to eat and drink without undue competition.

### Food

		Selection	Score
FW1	<b>Feed Access &amp; Feed Space</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Poults and turkeys must be fed a wholesome diet which is fed to them in sufficient quantity to maintain them in good health and to satisfy their nutritional needs.</li> <li><input type="checkbox"/> The birds must have unrestricted, daily access to food, except prior to transport or as required by the flock veterinarian.</li> <li><input type="checkbox"/> Feeders must be specifically designed, and appropriately sized and placed, for use by turkeys and poults: <ul style="list-style-type: none"> <li><input type="checkbox"/> The number of turkeys per feeder must be less than or equal to the maximum number specified by documents from the feeder manufacturer.</li> <li><input type="checkbox"/> The number of poults per feeder must be less than or equal to the maximum number specified by documents from the feeder manufacturer.</li> <li><input type="checkbox"/> Supplementary feed must be provided in trays or on paper for poults during their first week.</li> </ul> </li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
FW2	Food must be fresh and not left in a contaminated (i.e. moldy, wet, soiled with rodent feces, etc.) or stale condition.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
FW3	<b>Even Distribution of Feeders</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Feed/ feeders must be distributed evenly throughout the house to reduce undue competition among the birds.</li> <li><input type="checkbox"/> Supplemental feeder trays should be provided for poults to meet this requirement.</li> </ul> <p>➤ <i>Auditor note: feed and feeders must be evenly distributed, and birds must not show signs of competition due to a lack of available feed space.</i></p> <p>➤ <i>In the "Notes" section below, provide brief summary of feeder distribution, such as "Two feeder lines evenly spaced in a 50 foot wide house."</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

## Water

FW4	<p><b>Water Access &amp; Waterers</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Poults and turkeys must have continuous access to an adequate supply of clean, fresh drinking water at all times, except immediately prior to transport.</li> <li><input type="checkbox"/> Waterers MUST be specifically designed, and appropriately sized and placed, for use by turkeys and poults. In order to reduce water spillage and prevent consequent problems with litter management, waterers must be of an appropriate design and be placed at optimum height (per the manufacturer's guidelines) for the size and age of the birds.</li> <li><input type="checkbox"/> All systems for growing barns must have adult size waterers.</li> <li><input type="checkbox"/> Turkeys must be able to drink at the same time. The minimum number of waterers for adult turkeys must be provided as follows (<i>select only as applicable</i>):             <ul style="list-style-type: none"> <li><input type="checkbox"/> Nipples: Nipples are NOT recommended for adult birds.</li> <li><input type="checkbox"/> Cup:                 <ul style="list-style-type: none"> <li>▪ 1 per 20 toms</li> <li>▪ 1 per 28 hens</li> </ul> </li> <li><input type="checkbox"/> Trough:                 <ul style="list-style-type: none"> <li>▪ 1.0" per hen per side accessible to bird</li> <li>▪ 2.0" per tom per side accessible to bird</li> </ul> </li> <li><input type="checkbox"/> Bell: per manufacturer's recommendations</li> </ul> <p><i>Note: if specifications from the manufacturer of the water system are available, the maximum number of turkeys per waterer as specified in the manufacturer's documents should be used in lieu of the above specifications.</i></p> <li><input type="checkbox"/> Poults aged 1 – 5 weeks (i.e. in the brooder) must be able to drink at the same time. The minimum number of waterers for adult turkeys must be provided as follows (<i>select only as applicable</i>):             <ul style="list-style-type: none"> <li><input type="checkbox"/> Nipples: 1 per 10 poults</li> <li><input type="checkbox"/> Cup: 1 per 28 poults</li> <li><input type="checkbox"/> Trough: 1.0 inches per poult per each side accessible to the birds</li> <li><input type="checkbox"/> For poults, satellite waterers are provided for use during the first week.</li> </ul> <p><i>Note: if specifications from the manufacturer of the water system are available, the maximum number of poults per waterer as specified in the manufacturer's documents should be used in lieu of the above specifications.</i></p> <li><input type="checkbox"/> At the time of audit, no more than 10% of waterers may be inoperable.</li> </li></li></ul> <p><i>Note: where a new drinking system is being installed, there must be no open water systems that allow water spillage and soaking of litter.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
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<b>FW5</b>	<b>Even Distribution of Waterers</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> The distribution of nipple or drinker lines and spacing of lines and bell drinkers must follow a regular, uniformly distributed pattern to help ensure that all birds have access.</li> <li><input type="checkbox"/> Supplemental waterers should be provided for poults to meet this requirement.</li> <li>➤ <i>Auditor note: waterers must be evenly distributed, and birds must not show signs of competition due to a lack of available waterers.</i></li> <li>➤ <i>In the “Notes” section below, provide brief summary of water distribution, such as “Three water lines evenly spaced in a 50 foot wide house.”</i></li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
<b>FW6</b>	<b>Emergency Water Supply</b> On-site provisions must be in place to provide clean, fresh water for the duration of the outage during a shut off or failure of the main water supply, including freezing conditions.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>

## On-Site/ Environment

The birds’ environment must take into account their welfare needs; meet all governmental regulations; be designed to help protect them from unnecessary physical and thermal discomfort, fear, and distress; and allow them to perform their natural behaviors. All equipment and fixtures must be selected, installed, and maintained to optimize the well-being of the flock. The birds must be protected from unnecessary pain, injury, and disease, and their environment must be conducive to good health.

## Buildings

		<b>Selection</b>	<b>Score</b>
<b>E1</b>	A printed or electronic copy of the current <b>American Humane Certified™ Animal Welfare Standards for Turkeys</b> must be available on-site as a reference for all personnel in the facility.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>E2</b>	<b>Biosecurity, Structural/Access</b> Structural biosecurity must be demonstrated on-site by: <ul style="list-style-type: none"> <li><input type="checkbox"/> Methods for the deterrence of unapproved visitors, such as property gates and/or secured houses, and absence of unapproved visitors;</li> <li><input type="checkbox"/> Signs posted at the farm and/or house entrances which provide instructions and information for farm personnel and approved visitors regarding biosecurity procedures;</li> <li><input type="checkbox"/> The logging of all approved visitors. Non-farm personnel are not permitted on the site except by approval from farm managers, and unless appropriate precautions have been taken, including the company policy for the downtime from having contact with non-farm birds;</li> <li><input type="checkbox"/> Methods for exclusion of pests, predators, and wild animals, such as perimeter fencing, overhead netting in yards (where there is outside access for birds), screening of drains/vents/ openings, and/or other physical methods; and</li> <li><input type="checkbox"/> The absence of dogs and other animals from the houses.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>

<b>E3</b>	<b>Biosecurity, Operational</b> Operational biosecurity must be demonstrated on-site by: <ul style="list-style-type: none"> <li><input type="checkbox"/> Vegetation that has been kept in a short and tidy condition adjacent to surrounding buildings in outdoor areas within at least 24" from the house;</li> <li><input type="checkbox"/> Pest control methods and protocols such as baiting and trapping that are in place;</li> <li><input type="checkbox"/> Bulk feed and emergency water sources are covered and protected, and other potential attractants of pests, rodents, mold, etc. are not present (i.e. open trash cans with food waste or other items not necessary to the operation of the house); and</li> <li><input type="checkbox"/> Protective clothing, decontamination/ foot baths, and/or shower facilities for workers and visitors, where appropriate.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
<b>E4</b>	<b>Emergency Contact Information</b> Emergency Contact Information, in worker's native language, must be posted onsite, such as at a central office onsite or at the entrances to all houses. This must include: <ul style="list-style-type: none"> <li><input type="checkbox"/> emergency contact information and numbers, i.e. fire department, local utilities, etc. and site address;</li> <li><input type="checkbox"/> Primary and alternate contact numbers for the notification of individual(s) responsible for reacting to emergencies, i.e. farm workers/managers, family members, and/or owner as appropriate. <i>Note: it is recommended to provide contact numbers for at least three responsible farm workers and/or family members when possible, and a "telephone tree" to help ensure that all responsible parties may be contacted if necessary;</i> and</li> <li><input type="checkbox"/> Procedures to be followed by those discovering an emergency such as fire, floods, storms or other severe weather, interruption of power or water, etc., and contingency plans and precautions to cope with emergencies in order to safeguard the welfare of the animals.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
<b>E5</b>	<input type="checkbox"/> The physical features of the external and internal environment must not cause recurring injuries to the birds.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>E6</b>	Electrical equipment must be: <ul style="list-style-type: none"> <li><input type="checkbox"/> inaccessible to the birds;</li> <li><input type="checkbox"/> well-insulated and properly grounded; and</li> <li><input type="checkbox"/> safeguarded from rodents.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>E7</b>	With the exception of insecticidal preservatives and approved disinfectants, the birds must have no possibility to come into contact with toxins.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>E8</b>	Where used, euthanasia equipment must be clean and free of rust and must be stored in a secure location protected from the elements.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>E9</b>	Housing and equipment must be designed so that the birds can be readily inspected during daily observations.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>

## Auxiliary Power & Alarm Systems

<b>E10</b>	<b>Auxiliary Power Supply</b> An auxiliary power supply, such as a standby generator, must be available, functional, and capable of providing instant start. <ul style="list-style-type: none"> <li><i>Auditor note: a stockperson must demonstrate that the auxiliary power supply is functional and capable of providing instant start.</i></li> <li><i>Auditor note: An Auxiliary Power Supply is not required for sites that rely on manually operated equipment.</i></li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
<b>E11</b>	<b>Alarm Systems</b> For controlled environment houses, alarm systems (audible & remote) must be installed and functional and operate even if the principal electricity has failed. <ul style="list-style-type: none"> <li><i>Auditor note: a stockperson must demonstrate that the alarm systems are functional and operational even if the principal electricity has failed.</i></li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>

## Thermal Environment & Ventilation

<b>E12</b>	The birds must be maintained in a thermally comfortable environment at all times according to the breeder guidelines for their age. <ul style="list-style-type: none"> <li><i>Auditor note: An evaluation of the birds' behavior must demonstrate that the birds are adapted to the ambient thermal conditions, and are not under stress due to excessive cold or excessive heat</i></li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
<b>E13</b>	<b>Monitoring of Thermal Environment</b> A thermometer or other means for the remote monitoring of the temperature (such as at an onsite location or the main office) must be available.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>E14</b>	<b>Ammonia Levels</b> Ammonia levels, measured by the auditor at the height of the poults or turkeys at multiple locations in the house, must not exceed 25 parts per million. <ul style="list-style-type: none"> <li><i>Auditor note: measure ammonia levels at the height of the birds at a minimum of 5 random locations in the house. At no location should the ammonia exceed 25 ppm. The locations for sampling ammonia should include the front of the house, the back of the house, and three locations between in a zigzag pattern from side to side. Locations within 2' of the water line should be omitted.</i></li> </ul> <p> _____ Measured maximum ammonia in PPM (must be <math>\leq</math> 25 ppm)  _____ Average house ammonia in PPM </p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/25</b>

## Lighting

E15	<p>Adequate lighting must be provided for turkeys and poults that are 14 days of age or older. (select as applicable:)</p> <p><input type="checkbox"/> Birds are provided access to ample, evenly distributed natural light. (Select this bullet and mark "Yes" to this question for houses with operable and evenly distributed side curtains and/or for free-range/pasture operations.)</p> <p>OR</p> <p><input type="checkbox"/> For houses without ample, evenly distributed natural light, the lighting system for turkeys and poults 14 days or older must provide an average minimum illumination of 10 lux (1 foot-candle) throughout the house.</p> <p>• Auditor note: For enclosed houses, the light levels must be checked at the level of the birds at a minimum of 5 random locations throughout the house and the results averaged. The locations for measuring light levels should include the front of the house, the back of the house, and three locations between in a zigzag pattern from side to side. Locations that are in the shade of equipment should not be included in the sampling.</p> <p>_____ Measured average light level in foot-candles</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
E16	<p>Adequate lighting, whether fixed or portable, indoors or outdoors, must be available to enable the birds to be thoroughly inspected at any time.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3



## Space Allowance (Indoor Housing)

E17	<p>Turkeys must have sufficient freedom of movement to be able to stand, turn around, and flap their wings without difficulty. As with all animal welfare standards, the space necessary to help ensure good welfare outcomes continues to be researched and evaluated by American Humane's Scientific Advisory Committee. Significant to the integrity of turkey welfare, and for analysis of the other elements that additionally impact bird welfare, American Humane and its Scientific Advisory Committee require that the third-party auditor observe and score the following outcome-based elements: litter score; gait observations; and ammonia, as well as lighting (an input-based element). Additionally, the auditor must also examine producer records for the following elements: bird health; nutrition plan; mortality; ammonia; lighting; and processing plants to score at shackling; broken leg; broken wings; and foot pads. Finally, when the auditor walks through the house, the birds must be able to freely move away to a distance of at least five feet.</p> <p>The following elements will be evaluated. Score either 100 if all four items are achieved or score 0 if any of the items are not achieved.</p> <p>1. <b>Gait (E23):</b> No more than 5% of the turkeys may show difficulty walking (walking with a limp, making awkward movements, but being able to walk at least 5 feet). Note: There may be times, especially with heavy toms at the end of grow-out, when walking among the birds is too disruptive and may create a risk of injury to the birds. In these instances, it is permissible for the auditor to assess this standard from outside the barn or from just inside the door.</p> <p>2. <b>Litter (E19):</b> Litter must be maintained in a dry and friable condition. The auditor must evaluate litter quality and litter quality must be checked at a minimum in each third of the house away from the feeders. Where litter is located near misting equipment, the top surface of the litter should be moved aside. When litter is squeezed in the hand, it should not form a clump, and there should be no free water that is released.</p> <p>3. <b>Ammonia (E14):</b> Ammonia levels, measured by the auditor at the height of the poults or turkeys at multiple locations in the house, must not exceed 25 parts per million. Measure ammonia levels at the height of the birds at a minimum of five locations distributed throughout in the house. Locations should include the front, back, and three locations between in a zigzag pattern from side to side. Locations should not be within two feet of the water line. At no location should the ammonia exceed 25 ppm.</p> <p>4. <b>Clean environment:</b> The scoring of this last density element intentionally left as a subjective evaluation and will rely on the judgment and experience of the auditor in determining clean and dry living conditions. Do the birds appear clean, free of accumulated manure, and do they have sufficient dry litter on which to walk and rest? (If misters are in use in the summertime, the auditor may use his/her discretion in evaluating feather hygiene.</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> N/A</p>	/100
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## Litter

E18	<p>The birds must have access at all times to well-maintained litter. The litter must:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Be of a suitable, absorbent material of an appropriate particle size;</li> <li><input type="checkbox"/> Be a sufficient depth (no less than 2 inches) for dilution of feces; and</li> <li><input type="checkbox"/> Be reasonably clean, loose (such as through regular tilling) and of good quality.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
E19	<p><b>Litter Squeeze Test</b>            Litter must be maintained in a dry and friable condition. Litter quality must be evaluated by the auditor.</p> <ul style="list-style-type: none"> <li>• <i>Auditor note: Litter quality must be checked at three random locations. Where litter is located near misting equipment, the top surface of the litter should be moved aside. When litter is squeezed in the hand, it should not form a clump, and there should be no free water that is released. If no free water is released and the litter crumbles easily, score "Yes" on this item, otherwise the litter is too wet, and score "No" on this item.</i></li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

## Environmental Enrichments

E20	<p>The producer is strongly encouraged to provide appropriate environmental enrichments to the turkeys after 10 to 12 weeks of age, such as hanging 'toys', short perches, alfalfa, or other vegetation</p> <ul style="list-style-type: none"> <li>• <i>Auditor note: this question is scored either "Yes" if enrichments are provided, or "N/A" if they are not. Do not score this question "No". If "Yes", provide short description of the enrichments provided in the "Notes" below.</i></li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
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## Exterior Access

The **American Humane Certified™ Animal Welfare Standards for Turkeys** do not require that poult or turkeys have access to the outdoors. Where they do, the following guidelines must be met.

- Note: For Organic farms, provisions from the applicable organic standards (i.e. USDA National Organic Program for US production) must also be followed in addition to any provisions of the American Humane Certified™ standards.

E21	<p><b>Exterior Access</b></p> <p><u>Outdoor Runs</u> Where access is provided, outdoor runs must be:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> fully shaded and screened to prevent contact with predators, rodents, and wild birds;</li> <li><input type="checkbox"/> provided with a well-maintained, suitable substrate; and</li> <li><input type="checkbox"/> constructed of a material which is resistant to pathogen buildup and which can be readily cleaned and disinfected between flock repopulation.</li> </ul> <p><u>Free-Range</u> Where access is provided, free-range areas:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> must consist of pasture with active management of damaged ground, including resting (rotation) and reseeding of ground to encourage regrowth of vegetation when the climate allows;</li> <li><input type="checkbox"/> must be designed and managed to help ensure that the area around the house is well-drained and does not become muddy;</li> <li><input type="checkbox"/> must provide access to a well-drained area for the turkeys to rest while outside the building; and</li> <li><input type="checkbox"/> in warm months, must provide a sufficiently large shaded area so that the turkeys are able to spread out to cool off.</li> </ul>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	/50
E22	<p><b>Exit Area to the Outside (Pop holes)</b> Exit areas to the outside:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Must be evenly distributed across the building wall(s) with access to the exterior, with a minimum of two openings;</li> <li><input type="checkbox"/> Must be a minimum of approximately 30 inches high by 30 inches wide (76 cm by 76 cm) to allow the passage of more than one bird at a time; and</li> <li><input type="checkbox"/> There must be a minimum of 30 inches of opening width per every 250 birds.</li> </ul>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	/10

## Birds on Farm

E23	<p><b>Gait Observations</b></p> <p><u>Gait Observations</u></p> <p><input type="checkbox"/> No more than 5% of the birds may show difficulty walking (walking with a limp, making awkward movements, but being able to walk at least 5 feet.).</p> <ul style="list-style-type: none"> <li><i>Auditor note: the producer must have performed the daily inspection of the house before the audit, and any birds that are unable to walk must have been immediately euthanized.</i></li> <li><i>Auditor note: Slowly walk through 1/3 of the house, and record the number of birds that walk with a limp making awkward movements, but that are still able to walk at least 5 feet (after being goaded gently, if needed). If this number is less than or equal to 5%, score "Yes" on this item, otherwise, score "No".</i></li> </ul>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> N/A</p>	/25
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# Transport

*The transport and handling of poult and/or turkeys must be kept to an absolute minimum. Personnel involved in transport must be thoroughly trained and competent to carry out the tasks required of them, including non-farm employees. Animal transport systems must be designed and managed to help ensure poult and turkeys are not caused unnecessary distress or discomfort.*

## Training of Catching, Handling, and Transport Crews

		Selection	Score
T1	<b>Training of Catching, Handling and Transport Crews</b> Documentation must be available for the training of catching, handling and transport crews in order to minimize distress to the birds, and all members of the catching, handling and transport crews must be provided comprehensive written instructions presented in their native language. Training includes: <ul style="list-style-type: none"> <li><input type="checkbox"/> Loading protocols and SOPs;</li> <li><input type="checkbox"/> Specific training on the proper use of mechanical equipment affecting the animal such as loaders (where used) and other equipment such as conveyors, forklifts and trucks; and</li> <li><input type="checkbox"/> Transport protocols and SOPs.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

## Catching & Handling SOPs

*The Catching & Handling SOPs must be available and include the following protocols:*

T2	<b>Food and Water Withdrawal</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Turkeys must be provided water up to the time when loading begins;</li> <li><input type="checkbox"/> Turkeys must not be deprived of food for more than 16 hours in total, including the period from loading, transport, and up to the time of processing.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
T3	Where possible, feeders, waterers, and other obstacles must be raised or removed from the house prior to loading to minimize the risk of bruising.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T4	Catching must take place in low lighting to minimize birds' fear reactions. <i>It is recommended that loading be done at night or early morning.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T5	<ul style="list-style-type: none"> <li><input type="checkbox"/> Actions must be taken to prevent turkeys from crowding together.</li> <li><input type="checkbox"/> Where crowding occurs, the birds must be allowed to spread out calmly and quietly, and given time to settle before loading is resumed.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T6	Adequate ventilation at bird height must be provided for uncaught birds up to time of catching.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

## Loading

*The following must be verified by direct observation of the auditor:*

T7	<p><b>Animal Welfare Officer</b> An Animal Welfare Officer (AWO) must be identified and present during the loading of each flock. It is recommended that the Loading AWO be a member of the loading crew but it may be another individual. The Loading AWO is responsible for supervising, monitoring, and maintaining high welfare standards throughout the loading process.</p> <ul style="list-style-type: none"> <li>• <i>Auditor note: The Loading AWO must be identified and present at the time of the audit.</i></li> <li>• <i>Auditor note:</i> _____ <i>Name/position of AWO</i></li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T8	<p><b>Loading</b> <u>By Herding and Use of Loaders:</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Sufficient personnel must be on hand to help ensure that the herding operation runs smoothly;</li> <li><input type="checkbox"/> Birds must be guided calmly and gently towards the mouth of the ramp, to allow the smooth loading of the birds into the coops; and</li> <li><input type="checkbox"/> Loading personnel must handle birds carefully. Birds must be handled upright, never upside-down, and with adequate support to avoid injury and distress as they are placed into the coops.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
T9	<p><b>Transport Coops/ Modules</b> Transport coops/ modules:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Must be appropriate for the size/ weight of the turkeys;</li> <li><input type="checkbox"/> Must have no sharp edges or other protrusions or mechanisms which may cause injury to the turkeys; and</li> <li><input type="checkbox"/> Must have a solid floor surface to prevent soiling of the birds in the stack below.</li> </ul> <p><i>Auditor note: Evaluate a minimum of 100 empty, individual coop compartments. No more than 1 out of the 100 individual coop compartments may be damaged. Damaged coop compartments must be flagged and must not be populated until repairs have been made.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T10	<p><b>Catch Supervisor</b> A load supervisor (or the Loading AWO) must be identified and present, and must confirm during the loading process that:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> All birds are upright in the coop and that no birds have their body parts caught in the coop door.</li> <li><input type="checkbox"/> The density of birds in the coops is appropriate for the size of birds and the ambient temperature:             <ul style="list-style-type: none"> <li><input type="checkbox"/> Birds have room to spread out as they desire and are not loaded atop one another.</li> <li><input type="checkbox"/> The number of birds is increased during cold weather and decreased during hot weather.</li> </ul> </li> <li><input type="checkbox"/> Unfit or injured birds are not transported but instead are immediately euthanized.</li> </ul> <p><i>Auditor note: Evaluate a minimum of 5 trailers after loading. There must be no exceptions noted to the requirements.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

## Transport SOPs

The technology is now becoming available to monitor temperature and humidity on board transport vehicles. This allows drivers to take appropriate action to maintain ideal conditions for birds. American Humane encourages the use of such equipment, and will monitor the development of such technology and review its use for future inclusion in these standards.

Transport SOPs must be available and include the following protocols:

<b>T11</b>	All personnel in charge of transportation and transport equipment, including non-employees must be trained in handling turkeys when loading and unloading the birds and while in transit. This can be demonstrated through the self-audit process, SOP, or a Certificate of Conformance (COC).	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
<b>T12</b>	In periods of hot weather, turkeys must be transported at night or in the coolest part of the day OR systems must be in place to provide cooling during load out of birds.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>T13</b>	<input type="checkbox"/> The transport SOPs must describe appropriate actions to be taken during loading and unloading when high ambient temperatures and/or high humidity pose a threat of heat stress to the birds. <input type="checkbox"/> Prior to loading, weather forecasts must be consulted to determine the expected weather conditions, and if necessary supplemental ventilation or other cooling systems must be provided to reduce the risk of heat stress to the birds. <i>This is especially true of birds reared in houses with tunnel ventilation.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>T14</b>	The transport SOPs must address procedures to be followed in the event of an emergency, such as an accident.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>T15</b>	Every effort must be made to help ensure journeys are completed without unnecessary delays, that drivers are familiar with the route and are aware of any potential traffic problems and that they plan their journey accordingly.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>T16</b>	The AWO must work closely and coordinate with the processing plant to minimize the time birds spend waiting on the vehicle.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>T17</b>	The transport SOPs must specify that if it is necessary to keep birds on a stationary vehicle, the driver must take action to avoid thermal stress to the birds.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>

# Processing Plant

All processing systems must be designed and managed to help ensure that poultry are not caused unnecessary distress or discomfort. The pre-slaughter handling of turkeys must be kept to an absolute minimum. Personnel involved in slaughter must be thoroughly trained and competent to carry out the tasks required of them.

## Processing Plant Records

		Selection	Score
P1	<p><b>Assessments by Plant Personnel</b></p> <p><input type="checkbox"/> To assist in the monitoring of on-farm welfare, routine assessments (at least once per shift unless noted otherwise) must be made of birds at the processing plant and records made available to the auditor. This includes records of:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Shackling Scoring;</li> <li><input type="checkbox"/> Stunning Rate Scoring;</li> <li><input type="checkbox"/> Missed Birds at Auto Knife Scoring;</li> <li><input type="checkbox"/> Broken Wing Scoring;</li> <li><input type="checkbox"/> Absence of Live Birds in Scalders;</li> <li><input type="checkbox"/> Broken Leg Scoring; and</li> <li><input type="checkbox"/> Foot Pad Scoring.</li> </ul> <p><input type="checkbox"/> Where scores are outside of acceptable parameters, records must be available to show the remedial actions that were taken to management and/or the environmental conditions.</p> <p><input type="checkbox"/> Records must show that scores for subsequent flocks from the same facility improved as a result of the remedial actions.</p> <p><i>Note: All Scoring items are based on a 300-bird sample using the performance criteria listed in the 'Environment' section and later in the 'Processing' section.</i></p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> N/A</p>	/50
P2	<p><b>Records of DOAs</b></p> <p><input type="checkbox"/> All transport deaths and injuries must be recorded and reported to the AWO and the farm manager before the next consignment from the same source is collected. Records must be made available to the auditor.</p> <p><input type="checkbox"/> Where mortalities during transport are traced to a single cause, prompt action must be taken to prevent further deaths, injury, or suffering from occurring.</p> <p><input type="checkbox"/> Average levels of transport mortality above 0.2% in any three-month period or above 0.5% in any 24-hour period must be recorded and investigated to determine the cause. Records must describe the corrective actions that were taken, and must show that these corrective actions were effective for subsequent trips.</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> N/A</p>	/10



<b>P3</b>	<b>Training of Processing Plant Crews</b> Task-specific training of processing plant crews must be documented and all members of the crews must be provided comprehensive written instructions related to their duties presented in their native language. Training includes: <ul style="list-style-type: none"> <li><input type="checkbox"/> Handling protocols and processing plant SOPs;</li> <li><input type="checkbox"/> Specific training in the proper operation and maintenance of equipment;</li> <li><input type="checkbox"/> Specific training for workers to recognize and perform a proper stun; and</li> <li><input type="checkbox"/> Specific training for performing the correct ventral cut for workers monitoring birds at the automatic cutter.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
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## Processing Plant SOPs

*Processing Plant SOPs must be available and include the following protocols:*

<b>P4</b>	<b>Animal Welfare Policy</b> The Processing SOPs must include an Animal Welfare Policy. This policy must include written procedures with regard to maintaining animal welfare in the processing plant, including the responsibilities and duties of staff and emergency procedures and contingency plans. The animal welfare policy must be regularly reviewed and updated.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
<b>P5</b>	<b>Animal Welfare Officer</b> Managers must appoint at least one trained Processing Plant Animal Welfare Officer (AWO), who is trained in the requirements of the animal welfare policy and is responsible for its implementation. <i>A number of processing plants have installed closed circuit television (CCTV) monitors within the holding and slaughter areas. This allows those responsible for animal welfare including the AWO to help ensure that welfare standards are maintained. The installation of CCTV systems is recommended by American Humane.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
<b>P6</b>	The AWO must make frequent checks throughout the day to help ensure that birds are being effectively stunned and are insensible throughout the slaughter operation. Where this is not found to be the case, they must take immediate remedial action.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>P7</b>	All transport coops must be examined on arrival at the slaughterhouse to identify any birds suffering from injury, heat or cold stress. Immediate action must be taken to prevent suffering and help ensure that similar occurrences are prevented.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>
<b>P8</b>	Turkeys must be placed in a thermally comfortable holding area immediately on arrival at the processing facility: temperature and humidity in the holding area must be regularly monitored. The person in charge of any premises must help ensure that any bird awaiting slaughter is placed in a thermally comfortable holding area immediately on arrival at the processing facility. Immediate action MUST be taken to remedy conditions if any birds are found to be suffering from heat or cold stress. Birds awaiting slaughter must be: <ul style="list-style-type: none"> <li><input type="checkbox"/> Provided with shade/ protection from direct sun and from adverse weather, i.e. wind, rain, hail, snow, etc.;</li> <li><input type="checkbox"/> Provided with means to mitigate the risk of heat stress through the use of fans and misting equipment.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/10</b>
<b>P9</b>	Standby equipment, e.g. a generator, must be available for emergency breakdowns, and/ or the processor must have an effective contingency plan to cope with extenuating circumstances.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<b>/3</b>

## SOPs for the Shackling, Stunning, and Bleeding

<b>P10</b>	The shackling line must be located in an enclosed or sheltered area. Where loose birds are found they must be taken immediately to the hanging area or, if injured, immediately euthanized away from the line.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P11</b>	Processing plant managers must help ensure that sufficient personnel are employed on shackling lines at all times to help ensure due care and diligence.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P12</b>	Personnel working on the shackling lines must be rotated frequently to avoid fatigue.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P13</b>	Shackling teams must be thoroughly trained to handle the birds in such a way as to avoid injury. Birds must be unloaded in a careful manner to minimize injury and distress to the birds.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P14</b>	Birds must be lifted and then hung on the shackles by both legs.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P15</b>	Appropriate measures must be taken to prevent wing flapping and birds raising their heads before reaching the stunning bath, i.e. the use of a breast bar, curtains, reduction in noise, low light intensity, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P16</b>	Shackles must be of a size and a type that is specifically for turkeys and the slaughter line must run at a speed that permits the birds to be hung properly without causing unnecessary pain or distress.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P17</b>	Turkeys must not be suspended for more than four minutes before they are stunned.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P18</b>	<p><b>Stunning</b>            Electrical water bath stunning, controlled atmosphere stunning (CAS), or hand-operated stunning are acceptable methods of stunning:</p> <p><u>Where an electrical water stunning bath is used:</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> The water bath stunner must be designed and set up to prevent birds from receiving pre-stun shocks.</li> <li><input type="checkbox"/> The water bath used for stunning turkeys must be of sufficient size and depth, and the water must not overflow at the entrance. The electrode immersed in the water must extend the length of the water bath.</li> <li><input type="checkbox"/> The stunning bath must be set at a height appropriate for the size and number of birds. In particular, the height must be set such that the heads of all birds make an effective contact with the water bath.</li> <li><input type="checkbox"/> A current sufficient to induce insensibility in all birds prior to neck-cutting must be used.</li> <li><input type="checkbox"/> The water bath must be fitted with a controller that clearly displays voltage, current, and frequency settings to accurately monitor current flow through the bath when loaded with birds.</li> </ul> <p><u>Where hand-held electrical stunners are used:</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> The birds must be restrained in a cone or on a shackle.</li> <li><input type="checkbox"/> They must be stunned immediately after shackling.</li> <li><input type="checkbox"/> The stunning electrodes must be placed carefully and firmly in the optimum position (between the ear and the eye).</li> <li><input type="checkbox"/> Stunners must be operated until initial wing flapping ceases, or until the legs become rigid and extended.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

<b>P19</b>	All stunning and bleeding equipment must be regularly maintained, cleaned, and checked daily to help ensure that it is in proper working order. Any problems must be reported to the AWO and rectified immediately.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P20</b>	Contingency plans must be in place to deal with occasions when unavoidable delays may occur and it is not possible to process birds.  Specifically, if the slaughter line is stopped- and if workers can access the birds safely- then birds between the point of shackling and the stunner must be removed and any birds that have already been stunned must be immediately and humanely slaughtered.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P21</b>	All birds leaving the stunner must be monitored regularly to help ensure that every bird has been effectively stunned. <u>Immediate action must be taken</u> if this is found not to be the case.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P22</b>	Staff must be trained to recognize the signs of an effective stun, and use these signs to recognize that birds have been effectively stunned or are dead.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P23</b>	Each bird must be checked to help ensure that the carotid artery has been cut effectively. This cut must be checked by the appointed member of staff who must be given sufficient time to sever the blood vessels manually, if necessary.  <i>Carotid arteries and jugular veins must be effectively severed manually or by using automated equipment that performs a ventral cut.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P24</b>	No more than 10 seconds may elapse between stunning and neck cutting.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
<b>P25</b>	Turkeys must not be immersed in a scalding tank or plucked until at least 90 seconds have elapsed since the major blood vessels in their necks have been severed.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

## SOPs for CAS

➤ Auditor note: where CAS is not used, all items in this section are marked "N/A"

<b>P26</b>	<b>Training of Personnel</b> Operators must be able to demonstrate the ability to operate the equipment correctly and perform routine maintenance. Documentation must be available confirming that operators of CAS equipment have been provided specific training, appropriate to their level of operation and in the operator's native language, including but not limited to training for: <ul style="list-style-type: none"> <li><input type="checkbox"/> Procedures for starting up, using, and shutting down equipment;</li> <li><input type="checkbox"/> Correct operation of equipment and the duties and responsibilities of each operator;</li> <li><input type="checkbox"/> Expected operation of equipment and how to recognize when equipment is not operating correctly or is not calibrated;</li> <li><input type="checkbox"/> Instructions for performing routine maintenance and troubleshooting;</li> <li><input type="checkbox"/> Protocol to be followed in the event of alarms or error messages, and how to distinguish between minor alerts and those problems which warrant immediate shutdown of the equipment; and</li> <li><input type="checkbox"/> Protocol to be followed in the event of equipment or power failure.</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
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P27	<p><b>Standard Operating Procedures (SOPs)</b> Standard Operating Procedures (SOPs) must be available in the form of a written manual for operators of the equipment, provided in the operator's native language, which includes the following information:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Daily checklists and inspections;</li> <li><input type="checkbox"/> Warning signs and troubleshooting;</li> <li><input type="checkbox"/> Schedules for routine maintenance;</li> <li><input type="checkbox"/> Protocols to be followed in the event of deviations from expected equipment function (i.e., when the equipment may be repaired in house and when the manufacturer needs to be called. This does not include defects or failures of the primary equipment, which shall automatically result in the system being shut down and the manufacturer and American Humane being notified);</li> <li><input type="checkbox"/> Protocols for manually opening CAS chamber and evacuating the birds in the event of power failure or equipment breakdown. (<i>Note: CAS equipment should open automatically in the event of power failure or equipment breakdown.</i>)</li> <li><input type="checkbox"/> Protocols to be followed in the event of power failure, including back-up procedures (i.e., use of electric stun baths or other method of stunning approved by American Humane).</li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
P28	<p><b>Daily Checklists, Observations, &amp; Inspections</b> Records must be available documenting that daily procedures and inspections are being performed, including as a minimum:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> System Start-Up Checks: <ul style="list-style-type: none"> <li><input type="checkbox"/> Sensors are working properly.</li> <li><input type="checkbox"/> All cameras are working properly.</li> <li><input type="checkbox"/> No alarms are present.</li> </ul> </li> <li><input type="checkbox"/> Leak Test: <ul style="list-style-type: none"> <li><input type="checkbox"/> Automatic leak tests are performed on each chamber as a minimum once per day, verified on the main screen.</li> <li><input type="checkbox"/> Chambers that pass are indicated with a green light. The operator must verify daily that each chamber in use has passed the leak test.</li> <li><input type="checkbox"/> If any chambers fail, indicated with a red light, the system shall be put into bypass and back up protocols shall be followed (i.e. use of electric stun baths or other stunning method approved by American Humane).</li> </ul> </li> <li><input type="checkbox"/> Operation of Cycle: <ul style="list-style-type: none"> <li><input type="checkbox"/> The Operator must remain vigilant and is responsible for continuous observation of the indicators of system performance while it is in operation.</li> </ul> </li> </ul> <p><i>Note: the CAS Operator has the ability to set delay times for start of cycle, but this does not affect the time of chamber cycle.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

P29	<input type="checkbox"/> Defective Cages: <input type="checkbox"/> The Operator must be vigilant for defective cages. If a cage does not sequence through the system properly, the Operator must pause the system and manually sequence the defective cage; and <input type="checkbox"/> The defective cage must be removed from use until repaired or replaced.  <input type="checkbox"/> Daily Critical Observations: <input type="checkbox"/> The Operator and all members on the processing line must remain vigilant for any recovery by the birds. If any indications of bird recovery are observed, including but not limited to eye, wing, or leg movements, the line manager and manufacturer must be notified immediately, all cycles in process must be allowed to complete, then the system must be shut down and backup protocols put into effect until corrective actions are taken; and <input type="checkbox"/> Operators must inspect the equipment for defects and keep records of inspection on a daily basis. Where a defect is found (whether on inspection or at any other time), the defect must be rectified immediately; or if the defect cannot be rectified immediately, the equipment must not be used and backup procedures must take effect until the defect is rectified.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
P30	<b>Records &amp; Documentation</b> Records must be kept in tabular, graphic, or electronic form, and produced for the auditor's review, including records of:  <input type="checkbox"/> Company SOPs; <input type="checkbox"/> Processing line speed/ max capacity of plant; <input type="checkbox"/> Design capacity of CAS equipment; <input type="checkbox"/> Plant processing rates, i.e. daily/ weekly/ monthly numbers being processed; and <input type="checkbox"/> Records of all inspections and observations.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
P31	<b>Measurements by Auditor</b> The auditor must take the following measurements and/or make the following observations during the audit: <input type="checkbox"/> Review of all documentation and records of all deviations from normal activity; <input type="checkbox"/> Per each chamber, visual inspections of two cages upon exit from the chamber to verify that no birds show any signs of recovery (eye, wing, or leg movement) or ineffective stun. <input type="checkbox"/> Observations of two consecutive cycles of the video feed to confirm that there are no signs of aversion, mandibulation, or gasping prior to loss of posture (LOP).  <i>Note: The Auditor must be specifically trained to recognize the normal operation of the CAS chamber, as well as to recognize normal behavior and activity of the birds in the chamber and the signs that indicate that loss of posture has occurred.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

## Auditor Evaluations of Birds at Processing Plant

P32	<p><b>Shackling Score</b> (Note: does not apply to birds stunned prior to shackling, such as CAS stunning. Mark “N/A” for CAS.)</p> <p>A count of 300 birds leaving the shackling area shows:</p> <ul style="list-style-type: none"> <li>➤ No more than 1 bird hung on the shackles by one leg alone; and</li> <li>➤ No more than 3 birds hung high on the shackle (i.e. by the bird’s shank.)</li> </ul> <p><i>Shackles must be of a size and type specifically for turkeys, and the slaughter line must run at a speed which permits hanging of the bird correctly causing no unnecessary pain or distress.</i></p> <ul style="list-style-type: none"> <li>➤ <i>Auditor note: where the Shackling Score results in a “No” response, management must be notified and the non-conformance must be corrected immediately.</i></li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
P33	<p><b>Stunning Score</b></p> <p><u>Electric Water Bath Stunning</u> A count of 300 birds leaving the stunner must show no more than 3 birds missing the stun.</p> <ul style="list-style-type: none"> <li>➤ <i>Auditor note: where the Stunning Score results in a “No” response management must be notified and the non-conformance must be corrected immediately.</i></li> </ul> <p><u>CAS Stunning</u> A count of 300 birds leaving the stunner must show no birds who have failed to be properly stunned.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
P34	<p><b>Missed Birds (at Automatic Knife) Score</b> A count of 300 birds leaving the automatic knife shows:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> No more than 3 birds that have been missed by the automatic cutter; AND</li> <li><input type="checkbox"/> There must be a manual backup available to perform the effective ventral cut on each bird that missed the automatic cut.</li> </ul> <ul style="list-style-type: none"> <li>➤ <i>Auditor note: where the Score for Missed Birds at the Automatic Knife results in a “No” response, management must be notified and the non-conformance must be corrected immediately.</i></li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
P35	<p><b>Broken Wing Score</b> A count of 300 birds leaving the stunner must show no more than 9 birds with one or both wings either broken or dislocated.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
P36	<p><b>Absence of Live Birds in Scalder</b> A count of at least 300 birds entering the scalder must show no live birds entering the scalder.</p> <ul style="list-style-type: none"> <li>➤ <i>Auditor note: The presence of live birds in the scalder is a severe non-conformance, and results in <b>automatic failure of this audit.</b> In this situation, management must be notified, and the non-conformance must be corrected immediately.</i></li> </ul>	<p><b>Refer to “Pass/Fail Auditor Evaluations” Section</b></p>	/-
P37	<p><b>Broken Leg Score</b> A count of 300 birds leaving the shackling area must show no more than 1 bird with one or both legs broken with hemorrhaging.</p> <ul style="list-style-type: none"> <li>➤ <i>Auditor note: Only score broken legs with hemorrhaging.</i></li> </ul>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
P38	<p><b>Foot Pad Score</b> A count of 300 birds must show no more than 30 birds with Foot Pad Score of 3, 4, or 5 on the “Poultry Intellimetrics” 5-point scale as referenced by the NTF.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

## Pass/Fail Auditor Evaluations

P/F1	<p><b>No Instances of Willful Acts of Abuse or Neglect</b> Throughout the course of the audit, the auditor must not have observed farm personnel committing willful acts of abuse or neglect, which include but are not limited to kicking, throwing, yelling at, or purposefully scaring the birds, or neglecting to provide feed, water, or health care.</p> <p><b>Auditor Note:</b> this item has no point value.</p> <ul style="list-style-type: none"> <li>A mark of “Yes” indicates that the auditor did <b>NOT</b> observe willful acts of abuse or neglect committed by farm personnel towards the birds.</li> <li>A mark of “No” indicates that the auditor believes that willful acts of abuse or neglect towards the birds have been committed. <b>The auditor must document the incident observed and s/he must inform management, their audit company, and the American Humane Certified™ program immediately.</b></li> </ul> <p>The presence of willful acts of abuse or neglect is a severe non-conformance, and results in <b>automatic failure of this audit.</b></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No	/-
P/F2	<p><b>Absence of Live Birds in DOA Bin</b> At the shackling area, there must be no live birds in the DOA bin.</p> <p><b>Auditor Note:</b> this item has no point value.</p> <ul style="list-style-type: none"> <li>Mark “Yes” to this item if there are <b>NO</b> live birds in the DOA bin.</li> <li>Mark “No” to this item if live birds are observed in the DOA bin. <b>The auditor must document the incident observed and s/he must inform management, their audit company, and the American Humane Certified™ program immediately.</b></li> </ul> <p>The presence of live birds in the DOA bin is a severe non-conformance, and results in <b>automatic failure of this audit.</b></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No	/-
P/F3	<p><b>Absence of Live Birds in Scalder</b> There must be no live birds observed entering the scalder at any time. A “live bird” is defined as any bird missing both the automatic and the backup knife whose carotid arteries have not been effectively severed prior to the bird entering the scalder. Refer to “Absence of Live Birds in Scalder” under Auditor Evaluations of Birds at Processing Plant in the Audit Tool for the minimum number of birds to observe entering the scalder.</p> <p><b>Auditor Note:</b> this item has no point value.</p> <ul style="list-style-type: none"> <li>Mark “Yes” to this item if there are <b>NO</b> live birds in the scalder.</li> <li>Mark “No” to this item if live birds are observed in the scalder. <b>The auditor must document the incident observed and s/he must inform management, their audit company, and the American Humane Certified™ program immediately.</b></li> </ul> <p>The presence of live birds in the scalder is a severe non-conformance, and results in <b>automatic failure of this audit.</b></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No	/-

# Audit Completion

To be signed at the end of the on-site audit:

Information in the completed *Animal Welfare Standards Audit Tool* and attached *Non-Conformance Report* and Farm Manual documentation is complete, correct, and has been verified by the auditor. All corrective actions agreed upon at the exit interview must be corrected even if the farm receives certification.

\_\_\_\_\_  
Farm Owner / Manager

\_\_\_\_\_  
Date

\_\_\_\_\_  
Auditor

\_\_\_\_\_  
Date



# American Humane Certified™

## Notification of Non-Conformance



Form to be filled out by Auditor and signed at the exit interview. One copy should be left with Producer and one copy should be retained for American Humane.

Auditor: \_\_\_\_\_

Producer Name:	
Farm Name:	Building ID:
On Farm Contacts: Manager Caregiver Others	
Cell Phone:	Email:

The following non-conformances were found during the American Humane Certified™ audit on \_\_\_\_\_. Within 10 business days, unless a variance is given, you must submit a Corrective Action Plan that includes the corrective action to be taken, and the person responsible for the correction, and the date the correction will be completed. After correction, submit a Corrective Action Completion Report with supporting documentation to the American Humane Certified™ program. Documentation may include pictures, copies of daily reports, training records, veterinary health plan adjustments, etc. Producers/ managers are encouraged to submit progress reports as corrective actions are taken. All corrections must be made within 90 days and reports should be submitted electronically.

Notes should include each non-conformance item (for example: FW3, H12) and details of infraction. Attach additional pages as needed.

Auditor signature: \_\_\_\_\_ Date: \_\_\_\_\_

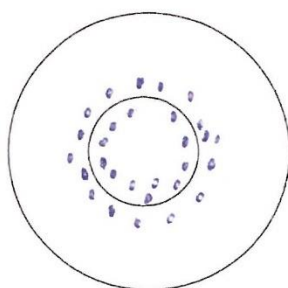
**I, the undersigned, agree to submit a Corrective Action Plan within 10 business days. All corrections will be made within 90 days. I will submit a Corrective Action Completion Report and agree to additional audits to maintain certification.**

Producer signature: \_\_\_\_\_ Date: \_\_\_\_\_

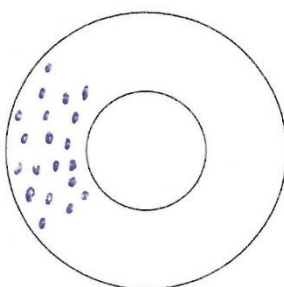
# Supplement 1:

## Poult Thermal Levels

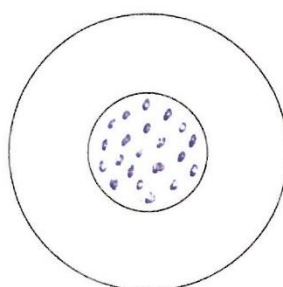
This is the visual for observation of behaviour and reactions to Temperature and Comfort that Poults will show.



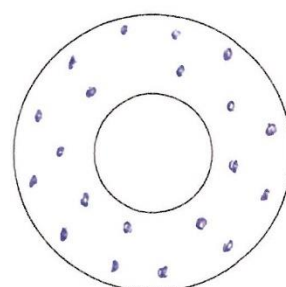
Just right



Too Drafty



Too cold



Too Hot

# Appendix C

## References

## References

- Estévez, Inma. 2007. *Density Allowances for Broilers: Where to Set the Limits?* Poultry Science 86: 1265-1272.  
<http://ps.oxfordjournals.org/content/86/6/1265.full.pdf>
- Estévez, Inma, Andersen, Inger-Lise, Naevdal, Eric. 2007. *Group Size, Density and Social Dynamics in Farm Animals*. Applied Animal Behaviour Science. Vol 103, pages 185-204.  
[http://www.appliedanimalbehaviour.com/article/S0168-1591\(06\)00193-6/abstract](http://www.appliedanimalbehaviour.com/article/S0168-1591(06)00193-6/abstract)
- Estévez, Inma, *Behavior and Environmental Enrichment in Broiler Breeders*.  
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