AMERICAN HUMANE CERTIFIED FARM ANIMALS

A Program of American Humane Society

Animal Welfare Standards for Laying Hens- Cage Free

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

American Humane
Farm Program
www.HumaneHeartland.org

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Animal Welfare Standards Guidelines

American Humane Farm Program
American Humane Certified™
Laying Hens- Cage Free
Animal Welfare Standards Audit
Introduction

The ***American Humane Farm Program (American Humane Certified™ Animal Welfare Standards)*** is the product of over 130 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, AHA 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.

Office Records/ Management

A high degree of caring and responsible 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 hens under their care.

As a requirement of the American Humane Certified™ program, all producers must keep detailed records of the production site, standard operating procedures (SOPs), training records, and other records in order to demonstrate a company-wide, year-round commitment to optimizing the health and well-being of animals.

The "Office Records/ Management" section of the ***Animal Welfare Standards Guidelines*** and the ***Animal Welfare Standards Audit Tool*** describe program requirements for management and record keeping, which the auditor reviews in the company office.

Farm Manual templates are provided in Appendix A of this document as an aid to producers in assembling the required Office Records. Producers may use the provided template forms, or they may use their own forms for records. 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. 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:

- an emphasis of the company's commitment to providing an environment which promotes high standards of animal welfare;
- the inclusion of a "zero-tolerance" policy which states that kicking, throwing, yelling at, purposefully scaring, and other acts of abuse towards the hens or acts of neglect in the care of the hens will not be tolerated and, upon the discretion of the company, these actions are grounds for immediate dismissal; and
- the implementation of an animal welfare "whistle blower" policy that protects employees who report animal welfare issues.

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:

- all personnel are expected to handle the hens 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 hens all times, and corrective actions must be taken immediately and/or 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 or company protocol for reporting incidences. Personnel must complete and submit this document or otherwise report whenever they observe incidences related to animal welfare that cause them concern.

➢ *<u>Please note:</u> The **Farm Manual** in Appendix A includes template forms for the "Company Policy," the "Employee Code of Conduct," and the "Animal Welfare Incident Report".*

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.

Any individual may be designated as the AWO, for example the owner or the license manager. She or he must take responsibility for implementing animal welfare policies and monitoring operations to help ensure high standards of animal welfare are being provided.

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 including but not limited to:
- Animal movement logs (dates for incoming and outgoing flocks);
- Weekly egg production and egg masses;
- Numbers of mortalities (with reasons stated, if known);
- Numbers of cull birds (with reasons stated);
- Numbers of ill or injured birds (with reasons stated, if known);
- Feed intake and drinking water consumption; and
- Daily house temperature.

Building Checklists

Records must be available for at least one year for each house with the following information for all previous and current flocks in the house. This includes as a minimum:
- the total floor area which includes the area of all tiers and any floor area with litter, but excludes nest area;
- the total number of birds placed in the house;
- the total numbers/ lengths and types of waterers and of feeders;
- target air quality parameters and ammonia levels; and
- the lighting program and target light intensity.

➢ *<u>Please note</u>: During the annual animal welfare audit, the auditor will ask for additional information about the site. This information is included on the "Farm Data" sheet provided in the **Farm Manual** in Appendix A. The producer should prepare this information in advance of the annual audit.*

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. The annual animal welfare audit for the American Humane Certified™ program requires that producers keep SOPs for key aspects of the farm operations. Examples of SOPs include but are not limited to:

- Procedures for the twice daily inspections of animals and facilities including outside areas, if provided, 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 of ventilation settings/ rates, any necessary adjustments (where applicable), and monthly ammonia readings;
- Description of the lighting program, including quarterly readings of 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 Catching & Handling and End-of-Flock Disposition & Transportation SOPs.

Emergency Response Plan

The Emergency Response Plan must be available at the main office. This plan includes:

- Emergency information and numbers, i.e. relevant information for responders about the site as needed (such as site address or site plans if necessary), and contact numbers for the local fire department, local utilities, etc.;
- Procedures to help ensure that responsible individuals (and alternates, if necessary) can be notified in the event of an emergency. 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. *Note: it is recommended to provide contact numbers for at least three responsible workers and/or family members when possible, and a predefined calling schedule to help ensure that all responsible parties may be contacted if necessary;* and
- Contingency plans and precautions to cope with severe events or emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by those discovering an emergency such as fire, floods, storms or other severe weather, interruption of power or water, interruption of supplies, etc.

When barns are not located on the same property as the main office, Emergency Contact Information or the Emergency Response Plan must also be posted on the barn site.

Animal Health Plan

Animal Health Plan

A written Animal Health Plan (AHP) must be available at the main office. This plan must include:

- ❑ Certification or proof that the AHP has been developed in consultation with the flock veterinarian:
  - ❑ The flock veterinarian and the producer must have a valid Veterinarian Client-Patient Relationship (VCPR).
  - ❑ The flock veterinarian must sign and date the AHP; and
  - ❑ The AHP must be regularly, at least yearly;
- ❑ 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;
- ❑ Dates of treatment;
- ❑ The types/route of administration and quantities of medications used;
- ❑ 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 flock veterinarian;
- ❑ 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;
- ❑ Therapeutic use is in conformance with the latest edition of the FDA ***Judicious Use of Antimicrobials for Poultry Veterinarians*** and complies with withdrawal periods;
- ❑ Records of any surgical procedures;
- ❑ Tolerance levels for overall flock performance;
- ❑ Causes of morbidity and mortality where known; and
- ❑ Targets for other aspects of flock health.
- ❑ 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.

➢ 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 Performance Parameters

Flock Performance Parameters must be continuously monitored for indicators of disease common to laying hens or to 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 below the tolerance limits identified in the AHP, the veterinarian or properly trained personnel must be informed and a program of action must be developed to remedy the problem, as defined in the AHP. Rates of inspections must be increased if necessary until flock performance parameters return to acceptable limits.

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:

- The procedures to be followed in the event of an outbreak of abnormal behavior such as feather-pecking or cannibalism, including appropriate and immediate changes in the system of management;

- The management plans for the prevention of suffering from injuries, which include:
  - The monitoring and assessment of daily inspection logs for culls 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 to handling procedures. *(Injury is described as damage severe enough for the formation of granular scar tissue or defective bones or joints, and to an extent significantly greater than would be caused by accidental bumps or scratches. Attention must be paid to foot lesions.);*
- Management plans/ practical measures for the prevention and control of external and internal parasitic infestations; and
- The program(s) adopted and followed for the reduction and control of organisms that cause food safety concerns (such as Salmonella).

Nutrition Plan & Lighting Program

Nutrition Plan

A Nutrition Plan must be available at the main office. This plan must include:

- Certification or proof that the diet has been developed in consultation with a qualified flock nutritionist OR in consultation with a veterinarian or other qualified individual using commercially mixed feed.
- The flock nutritionist/veterinarian must be identified by name, and records must show that the plan has been regularly reviewed and updated as needed.
- There must be demonstration or proof that the diet conforms to the following requirements (such as a letter from the flock nutritionist or other evidence that confirms the following):
  - The diet has been developed in accordance with guidelines provided by the most recently published National Research Council (NRC) standards;
  - Growth promoters/ growth hormones are not used as additives to the feed in the stated formulation for the stated producer (*note: growth hormones are not permitted for use in poultry in the United States)*; and
  - In-feed antibiotics or anti-parasitic agents are not used in the stated formulation for the stated producer, except and unless for therapeutic reasons as prescribed by the flock veterinarian and as documented in the Animal Health Plan.

The Nutrition Plan must also provide specifications for a diet that is adjusted as appropriate to the hens' age and species/strain in order to promote balanced nutrition. Changes to the diet must be introduced gradually, feed intake for animals must be monitored when changing feed type to help ensure that animals do not lose weight, and the diet must include mineral supplements, including coarse calcium, provided in adequate quantity to sustain healthy bone strength for the laying hens.

The Nutrition Plan must also include:

- Feed records that have been retained for at least one year, including identification of feed mill and whether these are major or minor source of feed,
- The feed constituents/ feed concentrates (minerals/amino acids, etc.) used at each site, and
- Records from the feed supplier with a statement of compliance that feed ingredients meet all FDA requirements for feed safety.

Lighting Program

The lighting system in houses must be designed and maintained to regulate a daily cycle for all hens. The lighting program for each house must be documented and light intensity tested quarterly with records on file. The lighting program must provide within each 24-hour period:

- A minimum continuous period of 8 hours of daytime light. The daytime light levels must be an average minimum of 10 lux (1 foot-candle) throughout the house at the head height of the birds, excluding areas in the shade of equipment or at the nests. Patches of high intensity sunlight or artificial light must be avoided.
- There also must be a minimum period of 6 hours of continual darkness or the natural period of darkness, if less. "Darkness" refers to the substantial dimming of lights that allows birds to rest.

    - *<u>Please note</u>: As part of the on-site audit, the auditor is required to perform independent measurements of the light intensity in the house. This is described in the "On-site/ Environment" section following. The producer must provide the auditor with appropriate equipment with which to perform these measurements.*

For pullets, the lighting system must provide an average minimum illumination of 5 lux (0.5 foot-candle) sampled at the height of the pullets. The auditor must assess illumination at the height of the pullets at 4 locations within the house. A minimum of 4 hours of continuous darkness must be provided within each 24-hour period after 14 days of age.

Biosecurity & Sanitation Plans

Biosecurity Plan, Structural/Access

The structural biosecurity plan must be available and include as a minimum:

- Description of and maintenance schedule for physical methods for discouraging pests, predators, and wild birds;
- Description of company biosecurity policies and procedures for employees;
- Description of the policies and procedures for the deterrence of unapproved visitors; and
- Descriptions of the policies and procedures for approved visitors including 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 compliance with the company policy on "downtime" i.e. time away from contact with other poultry.

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 that provides shelter to pests and predators);
- Descriptions of policies and procedures for the deterrence and control of pests and predators, maintenance schedules and personnel responsible for baiting and trapping, etc.;
- The removal of feed sources and the protection of bulk feed and water supplies to reduce the attraction of pests, rodents, mold, etc.;
- The protocols for personnel working with older flocks to limit contact with younger birds; 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 end-of-flock disposition and restocking. Following end-of-flock disposition, all houses must be thoroughly cleansed, and where recommended by the flock veterinarian, houses must be tested negative from infectious agents as specified in the Animal Health Plan.

Waste Disposal Plan
Each farm must maintain a Waste Disposal Plan that 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.

- *Please note: As part of the on-site audit, the auditor is required to evaluate the implementation of biosecurity protocols while on-site. This is described in the "On-site/ Environment" section following.*

Specific SOPs for Pullets

Pullets must be provided access to the floor and all other components (e.g. perches, elevated tiers, etc.) of the barn by six weeks of age. Pullets must have access to litter by six weeks of age, where at least 15% of the usable area (excluding nest space) is covered with litter.

For the purposes of calculating allowable pullet density rates, usable floor area shall include the main floor and litter area, plus any elevated floor areas/tiers. These allowances must be calculated based on placement numbers.

- For single-step pullet rearing systems: in a partially-slatted house with a perching/roosting area over a droppings pit/belt, and for multi-tier systems, a minimum space allowance of 0.5 square foot per pullet must be met.
- For two-step pullet rearing systems: in a partially-slatted house with a perching/roosting area over a droppings pit/belt, and for multi-tier systems, a minimum space allowance of 0.4 square foot per pullet must be met until 8 weeks of age and 0.5 square foot per pullet must be met between 8-16 weeks of age.
- In a house with an all-litter floor, a minimum space allowance of 0.75 square feet per pullet must be met.

There must be at least 3 linear inches of perch space per pullet. All perches must be raised at least 3 inches off the ground level floor (not each tier in multitiered houses) of the house by six weeks of age. Linear perch space must have:

- No sharp edges.
- An easily cleaned non-porous material that doesn't harbor parasites.
- If tubes are used for perches, they must be made of a solid material and capped at the end.

Farm flock performance parameters and tolerance levels must be defined by the flock veterinarian (or other qualified poultry expert) and monitored for indicators of disease or production disorders. Written or electronic records of each parameter and the outcome of each tolerance level must be made available to the auditor. Tolerance levels must be defined for:

- Mortality during the first 7 days after placement
- Mortality from 8 days until layer house transfer
- Flock uniformity upon transfer to layer house
- Feed and water consumption upon transfer to layer house

Before transferring to the layer house, the pullet house temperature settings should be adjusted to align with the layer house temperature settings over the course of the four weeks prior to the transfer.

Pullets must be reared in a system that offers the same environmental complexity or opportunities as the layer house where they will be housed, except nesting areas. Select all that apply:

- At least one elevated tier for pullets moving into a multi-tier system
- Perches
- Similar feeding and water system

SOPs for Exterior Access

The ***American Humane Certified™ Animal Welfare Standards for Laying Hens- Cage Free*** provide specifications for different types of cage free production systems, including those where the birds have access to the exterior. If the production system provides the hens with access to the exterior, the following guidelines must be met.

Exterior Access SOPs must be available and include as a minimum:

- Inspection of the hens and the outdoor facilities, conducted twice daily as a minimum;
- Maintenance of required shade and, where provided, screening to deter predators, rodents, and wild birds; and
- Schedule for when hens have access to the exterior, i.e. daily procedures for the opening and closing of exits from the house (pop holes):
    - A company policy must be available that describes the weather conditions for which the birds are provided exterior access, as well as the conditions for which the birds are secured in the house.
    - The birds must be provided access to the outdoor areas for a minimum of 8 hours daily during daylight hours, weather permitting. All exit areas must normally be open during this time, except when precluded by inclement weather conditions.
    - Protection must be provided from predators and wild birds, and birds must be closed in the house (or mobile shelter) at night, when the outside temperatures are excessively cold or hot, and when other adverse weather conditions are expected. *Note: Under situations of high risk for avian influenza or other highly pathogenic infectious diseases, birds can remain indoors as recommended by the veterinarian.*
- If a dust-bathing environment for the hens is provided in the exterior, the SOPs must describe the provision and maintenance of a suitable substrate for dust-bathing, with access allowed for at least 4 hours every day.

For any production system that includes exterior areas that are provided with a cover of living vegetation, the SOPs must:

- Include provisions for the maintenance and active management to remedy damaged or sodden ground and allow the vegetation to regrow in order to provide an appropriate cover of living vegetation; and
- Include a program for the mitigation of pathogen buildup and when required by the flock veterinarian a program for testing performed between flocks to show the reduction or elimination of pathogenic contamination.

For any production system that includes exterior areas that are not provided with a cover of living vegetation, the SOPs must:

- Include provisions for the maintenance and cleaning of exterior substrate; and
- Include a program for the disinfection of exterior surfaces between flocks.

➢ *<u>Please note</u>: Later in these **Animal Welfare Standards Guidelines**, the "On-Site/ Environment" section specifies additional requirements for systems with Exterior Access. These will be verified on-site by the auditor during the annual animal welfare audit.*

Catching & Handling SOPs

Catching and Handling SOPs must be available and focus on maintaining high standards of animal welfare during end-of-flock disposition. (See "End-of-flock Disposition" section.)

Transportation & Processing Plant SOPs

Transportation and Processing Plant SOPs must focus on maintaining high standards of animal welfare during loading, transport, unloading, shackling, stunning, and bleeding. (See "Transportation" and "Processing" sections.)

Records of Stockperson Training

The continuing education of personnel who have day-to-day contact with the hens 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

Documentation must be available confirming that personnel are 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.
- Training may include videos, manuals, classroom settings, online instruction, etc.
- Training must include review of the company SOPs, the ***American Humane Certified™ Animal Welfare Standards***, and 'hand's-on' experience and evaluations.
- Training records must clearly define what is expected of each stockperson so that each is fully aware of their 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, specialized training, etc.) as well as the training date.

➢ *Please note: The **Farm Manual** in Appendix A include template forms for the "Records of Personnel Training."*

Training for All Stockpersons

Prior to being given responsibility for the welfare of the hens, all stockpersons must be properly trained. As a minimum, the training program for all stockpersons in direct contact with the hens must include:

- Understanding the normal behavior of hens and of the flock and to recognize the signs that indicate good health and welfare. Personnel must be cognizant of the indications of an impending problem to allow remedial actions at the earliest stages;
- Knowledge of the proper way handle animals in manner that minimizes unnecessary stress to the birds;
- Recognizing the signs of abnormal behavior and fear;
- Recognizing deviations from normal flock activity;
- Understanding the physical and environmental requirements for hens;
- A basic knowledge of common diseases, illnesses, and injuries, and knowing when responsible personnel must be notified;
- Understanding the factors that affect litter condition (i.e. moisture, nitrogen content, and slippery, caked litter), and identifying welfare problems associated with poor litter management (e.g. burnt hocks, paw lesions, etc.); and
- Knowing the procedures to be followed in the event of an emergency, i.e. the Emergency Response Plan.

Specialized Training of Stockpersons

Documentation must be available for the training of stockpersons to perform specialized duties, with emphasis on animal welfare, optimizing health, and minimizing pain and distress to the birds. Prior to performing procedures that have the potential to cause suffering (e.g. injections, etc.), 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:

- Specific training in the correct procedures for performing inspections of the hens; identifying which hens 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.

    - Sick hens must be treated immediately, and any hens suffering from injury such as open wounds or fractures, or from prolapse of the vent, must be segregated and treated without delay, or if necessary, humanely euthanized.
- Specific training and certification of the stockpersons' proficiency in approved techniques for euthanasia.
- Specific training and orientation for stockpersons responsible for any equipment on which the hens depend, including:
    - Recognizing normal operation of the equipment;
    - Operating the equipment competently (e.g., heaters, lighting, ventilation, flaps/fans);
    - Carrying out routine maintenance to help ensure that the equipment is kept in good working order;
    - Recognizing common signs of malfunction; and
    - Carrying out any actions in the event of failures.

Training of On-Farm Crews

The training of on-farm personnel, such as catching and transport or euthanasia crews, must be documented, and all members of these crews must be provided full, detailed, written instructions. Training includes Catching, Carrying, and Loading, Transport and/or Euthanasia protocols.

Training of Outside Workers

The training for crews outside the producer's control (crews performing beak-trimming, vaccination crews, end-of-flock disposition crews, transport crews, etc.) must be documented to certify 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 care as company employees. All outside workers must sign and date the company "Employee Code of Conduct" as described previously, or a similar code of conduct.

- *<u>Please note</u>: The **Farm Manual** in Appendix A include template forms for the "Certificate of Conformance" and the "Employee Code of Conduct."*

Inspections of Hens

Routine Inspections

Records must be on file in the house for a minimum of one year showing that the hens and facilities (including outside areas, where provided) are inspected a minimum of twice daily. These records must:

- Identify the person performing the inspection, and the time (am/pm) and date of the inspection;
- Note the numbers of mortalities with reasons stated, if known;
- Note the numbers of culls, with reasons stated; and note the numbers of ill or injured birds, with causes of illness and injury stated, if known.

The stockperson performing the inspections must proceed in a careful, deliberate manner to avoid frightening the hens unnecessarily, i.e. by making loud noises, sudden movements, etc., and they must follow a path that allows them to see all of individual hens 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, qualified personnel must immediately euthanize the animal.

Mortalities found during inspections or at any other time must be removed as soon as possible after discovery and carcasses disposed of properly.

Inspections & Maintenance of Equipment

Equipment Inspections

Stockpersons must inspect all equipment on which the hens rely on a daily basis, whether the equipment is manual or automatic. Stockpersons must also perform routine, scheduled maintenance as defined in the SOPs. Where a defect is found (whether on inspection or at any other time):

- It must be rectified immediately; or
- If the defect cannot be rectified immediately, records must be kept of the nature of the defect and must show the measures as specified in the SOPs that were followed in order to safeguard the hens from suffering unnecessary pain or distress as a result of the defect. The records must 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.
- Where used, shock wires (such as in the corners of houses) must be set to cause no more than momentary and minor discomfort to the birds.

Inspections 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; and water lines are flushed between flocks.

Inspections of Auxiliary Power Supply

Records must be kept showing that the auxiliary power supply (such as a standby generator), is tested weekly under load, with the outcome of the test documented. The records must show that the auxiliary power supply is available and has sufficient capacity to operate critical equipment such as fans, feeders, waterers, and lights for the duration of the outage.

Inspections of Alarm Systems

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

- *Please note: As noted later in these **Animal Welfare Standards Guidelines** in the "On-Site/ Environment" section, the auditor is required to confirm whether the auxiliary power supply and alarm systems are on-site and functional as part of the annual audit.*

Ventilation & Environmental Controls

- Maximum and minimum temperatures must be monitored recorded daily.
- Ventilation equipment must be checked daily and maintained for proper operation, with records kept.
- 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.

Monitoring of Ammonia Levels by the Producer

Records must be available showing the results of tests of ammonia levels, measured monthly at the height of the hens at multiple locations in the house.

Ammonia levels should ideally be less than 10 parts per million (ppm) but must not exceed 25 ppm. If any monthly ammonia test result is in excess of 25 ppm, records must show that a program of ammonia

mitigation was adopted. Along with a description of the steps taken to reduce ammonia levels, the records must show that ammonia testing was performed daily 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 may also help to control levels of other aerial contaminants such as dust, HS, CO, and CO_2. Ammonia levels are to be maintained at less than 10 ppm wherever possible.

- *Please note: As noted later in these **Animal Welfare Standards Guidelines** in the "On-Site/ Environment" section, the auditor is required to perform independent measurements of the ammonia levels in the house during the annual animal welfare audit. The producer must provide the auditor with appropriate equipment with which to perform these measurements.*

Litter Maintenance Plan

The SOPs and training manuals must have a section detailing proper maintenance of litter. Litter must:

- Allow birds to dust-bathe and forage freely;
- Be managed and maintained in a dry, friable condition;
- Be good quality and of a suitable material and particle size;
- Be provided at a depth appropriate for the dilution of feces (*recommended to be at least 2 inches in depth of dry litter to allow birds to get to the bottom and move the litter around*); and
- Be topped (fresh litter must not be placed on top of caked litter.)

Also:

- Litter must not be wet, infested with insect pests, or otherwise harmfully contaminated;
- Litter that is wet or otherwise contaminated must not be introduced into the house; and
- Wet litter resulting from accidental flooding must be replaced as soon as practical.

- *Please note: Later in these **Animal Welfare Standards Guidelines**, the "On-Site/ Environment" section specifies additional requirements that must be met for litter. The auditor is required to perform independent measurements of litter quality and confirm these additional requirements during the annual animal welfare audit.*

Molting Policy

Molting

Hens MUST NOT be induced to molt by withholding feed and/or water.

- ❑ Methods for inducing a molt must meet current recommendations for non-feed and non-water withdrawal molting per the American Veterinary Medical Association (AVMA).
- ❑ Records must be kept of any molting program, and must show that only methods in accordance with the AVMA recommendations were used.

Mortality Levels During Non-Feed/ Non-Water Withdrawal Molting

If the mortality level within a house is in excess of 0.5% in 24 hours for three successive days during the non-feed/ non-water withdrawal molting, a veterinary investigation must be made to determine the cause and if necessary to remedy the problem.

Backfilling Policy

Housing must not be back-filled to replace mortalities without prior approval from the American Humane Certified™ program.

Back-filling will only be considered by the American Humane Certified program for extreme events such as a natural disaster, disease, or other catastrophes.

Beak-Trimming Policy

Outbreaks of injurious feather-pecking and cannibalism are possible in cage free systems, and this harmful behavior may quickly affect a considerable proportion of the flock if not addressed.

For this reason, though the practice of beak-trimming/ tipping is undesirable, it is permitted to be performed only as a preemptive measure to mitigate the risks of injurious feather-pecking and cannibalism if beaks are left intact.

Where beak-trimming/ tipping is performed on the birds, the producer must have a Beak-Trimming Policy that states:

- Beak-trimming/ tipping may only be performed where there is a concern about cannibalism. Beak-trimming/ tipping must not be performed to prevent feed wastage.
- Where performed, the pullets' beaks should be tipped, i.e. blunted, where possible. Otherwise, beak-trimming must remove no more than 1/3 of the upper and lower beaks, measured from the tip to the entrance to the nostrils.
- Pullets that 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.
- Pullets that were recently trimmed/ tipped must not be exposed to other high-stress procedures such as transport or vaccination. *Note: it is recommended that Vitamin K and C are added to the water before and after beak-trimming, and that the hens are provided with additional feed 1 week following.*
- *(Only if applicable)* If pullets are sourced from a hatchery that performs the beak-trimming/ tipping:
    - Beak-trimming/ tipping must be performed within the first 24 hours of life using infrared laser equipment; and
    - Records must be kept with a Certificate of Conformance from the hatchery stating that beak-trimming/ tipping was performed by trained personnel using the proper equipment and per all requirements detailed in this Beak-Trimming Policy.
- *(Only if applicable)* When performed on-site:
    - Beak-trimming/ tipping must be performed only by trained 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.
    - Where this is not possible, beak-trimming/ tipping must be performed no later than 10 days of age by the use of a machine with a blade and cauterizer, to minimize pain and stress.

Beak-trimming on older birds, including 'touch-up' trimming, must not be performed as a matter of course.

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

Action Plans for Deterring Feather-Pecking and Cannibalism

The producer must have plans in place to discourage the spread of feather-pecking and cannibalism. If outbreaks of feather-pecking and cannibalism do occur:

- Methods to discourage the spread of feather-pecking and cannibalism must be conducted without delay.
- Artificial appliances (such as blinkers attached to the beak or nostrils, or contact lenses) designed to stop feather-pecking and cannibalism must not be used.
- The producer must notify the American Humane Certified™ program that the problem exists and must explain the steps that the producer proposes to take in order to mitigate the problem, and the producer must provide regular updates to the American Humane Certified program regarding the success of the mitigation.

- Methods should include removing the offending birds if they are identifiable and segregating injured birds as first steps, followed by reducing light levels and providing distractions/ enrichments to the birds and/or providing additional perches or panels so that subordinate hens can retreat.
- If these measures still do not mitigate the problem, the producer must contact the American Humane Certified™ program for additional recommendations.

The American Humane Certified™ program will not consider beak-trimming of older birds except as a method of last resort if other measures fail.

Euthanasia Policy

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.

A Euthanasia Policy must be available that includes provisions for humane and timely, routine and emergency, euthanasia. This policy must include:

- Only properly trained farm personnel or the flock veterinarian are to perform euthanasia.
- Training records that 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 must 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 must be promptly and humanely 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 or more 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.
    - 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***.
- Procedures stating that the persons performing euthanasia must verify that each animal has been properly euthanized. If necessary, the same or an alternate method must be 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.
- Routine, on-farm disposal of flocks at the end of the production cycle must meet the requirements of this section. See "End-of-Flock Disposition" section.

- Procedures for the 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.

On-Site/ Feed & Water

The "On-Site/ Feed & Water" section of the ***Animal Welfare Standards Guidelines*** and the ***Animal Welfare Standards Audit Tool*** describes program requirements of actual conditions that the auditor will evaluate while on-site during the annual animal welfare audit.

Hens must be free from unnecessary hunger, thirst, and malnutrition by being provided a wholesome diet and continuous access to fresh water and to a diet that maintains full health and promotes a positive state of well-being. Feed and water must be distributed in such a way that the hens can eat and drink without undue competition.

Feed

Feed Access & Feed Space

The hens must be fed a wholesome diet in sufficient quantity to maintain their good health and to satisfy their nutritional needs. The hens must have unrestricted, daily access to food, except prior to end-of-flock disposition or as required by the flock veterinarian.

Per each hen, there must a minimum of:

- 1.5 linear inches of feed trough when double-sided straight troughs are used; and/or
- 3.0 linear inches of feed trough when only one side of trough is accessible; and/or
- 1.5 perimeter inches of circular feeder space when round pans are used.

Per each pullet, there must be a minimum of:

- 1.0 linear inch of feed trough when double sided straight troughs are used.
- 2.0 linear inches of feed trough when only one side of trough is accessible.
- 1.0 perimeter inch of circular feeder space when round pans are used.

Feed must be fresh and not left in a contaminated (i.e. moldy, wet, soiled with rodent feces, etc.) or stale condition.

Even Distribution of Feed

The hens must not have to travel more than 26 feet in the house to reach feed. Feed must be distributed evenly throughout the housing system to minimize competition among birds. Particular attention must be given to the provision of feed in areas frequented by subordinate hens.

Water

Water Access & Waterers

The hens must have continuous access to an adequate supply of clean, fresh drinking water at all times.

Waterers must be provided at the following minimum rates:

- 1 nipple per every 10 hens (i.e. no more than 10 hens per nipple); and/ or
- 0.5 inches of trough space per hen when both sides of the trough are accessible; and/ or
- 1.0 inches of trough space per hen when only one side of the trough is accessible; and/ or
- 0.4 perimeter inches of space per hen when round drinkers are used, OR per manufacturer's specification for bell-type drinkers.

Waterers must be provided at the following minimum rates once pullets are released into the system: (select all that apply)

- One nipple per every 13 pullets.
- 0.5 inches of water trough when both sides of the trough are accessible.
- inches of water trough when only one side of trough is accessible.
- 0.4 perimeter inches of circular water space when round drinkers are used.

Where new drinking systems are being installed, no open water systems are to be used that allow water spillage and soaking of litter. Waterers must be placed at optimum height (per manufacturer's guidelines) for the size and age of the birds and are of an appropriate design. At the time of the audit, no more than 10% of waterers may be inoperable.

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.

Even Distribution of Water

The hens must not have to travel more than 26 feet to access a drinking point. 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. Particular attention must be given to the provision of water in areas frequented by subordinate hens.

On-Site/ Environment

The "On-Site/ Environment" section of the ***Animal Welfare Standards Guidelines*** and the ***Animal Welfare Standards Audit Tool*** describes program requirements of actual conditions that the auditor will evaluate while on-site during the annual animal welfare audit.

The environment in which the hens are kept must take into account their welfare needs and provide the best husbandry approaches; 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 hens must be protected from unnecessary pain, injury, and disease, and their environment must be conducive to good health.

Buildings

A copy of the current ***American Humane Certified™ Animal Welfare Standards for Laying Hens- Cage Free*** must be available on-site in either written or electronic form as a reference for all stock-keepers/ workers in the facility.

Auditor Evaluation of Biosecurity, Structural/ Access

Structural biosecurity must be evaluated by the auditor onsite:

- Physical methods for the deterrence of pests, predators, and wild animals must be in place. *(May include elements such as: perimeter fencing, overhead netting in yards, screening of drains/ vents/ openings, etc.);* and
- Physical methods/ controls for approved visitors and the deterrence of unapproved visitors must be in place, including:
    - Signs posted at the farm and/or house entrances that provide instructions and information for farm personnel and approved visitors regarding biosecurity procedures;
    - Property gates and/or secured houses and/or other physical methods to restrict entry; 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*

compliance with the company policy on 'downtime', i.e. time away from contact with non-farm birds.

Auditor Evaluation of Biosecurity, Operational

Operational biosecurity must be evaluated by the auditor onsite:

- The vegetation adjacent to surrounding buildings in outdoor areas must be in a short and tidy condition within at least 24" from the house;
- Pest control methods such as baiting and trapping must be in place and functional;
- Bulk feed and emergency water sources must be covered and protected, and other potential attractants of pests, rodents, mold, etc. must be removed (i.e. open trash cans with food waste or other items not necessary to the operation of the house); and
- Protective clothing, foot baths, and/or shower facilities for workers and approved visitors must be provided, where appropriate.

Emergency Contact Information (or Emergency Response Plan)

Emergency Contact Information or the Emergency Response Plan must be posted at the entrances to all houses or at an on-site central location, with the exception that emergency information may be posted at a central office or the main office if the office is located on the same site as the facility. This must include:

- Emergency information and numbers, i.e. relevant information for the responders about the site as needed, contact number for fire department, local utilities, etc.;
- 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. *Note: it is recommended to provide contact numbers for at least three responsible workers and/or family members when possible, and a predefined calling schedule to help ensure that all responsible parties may be contacted if necessary;* and
- Contingency plans and precautions to cope with emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by those discovering an emergency such as fire, floods, storms or other severe weather, interruption of power or water, etc.

Additional

The physical environment must take into consideration the safety of the animals. There must be no sharp edges, projections, protrusions, or damaged tiers that are likely to cause injury or distress to the birds.

Electrical equipment must be inaccessible to the birds, well-insulated, properly grounded, and safeguarded from rodents.

With the exception of insecticidal preservatives, the birds must have no possibility to come into contact with paints, wood preservatives, disinfectants, or other toxins.

Where used, euthanasia equipment must show no obvious signs of neglect, i.e. rust, dirt and grime, and must be stored in a secure location protected from the elements.

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

The house design must allow effective cleaning to prevent the significant buildup of parasites and other pathogens. Internal walls must be smooth, and constructed of a durable material capable of withstanding cleanout procedures.

Auxiliary Power & Alarm Systems

Auxiliary Power Supply

During the annual onsite audit, a stockperson must demonstrate to the auditor that an auxiliary power supply, such as a standby generator, is available and functional. The auxiliary power supply is not required at sites that rely solely on manually operated equipment.

Alarm Systems
Alarm systems (audible & remote) for the controlled environment house must be installed, functional, and operate even if the principal electricity has failed. During the annual onsite audit, a stockperson must demonstrate to the auditor that the alarm systems are available and functional.

Thermal Environment & Ventilation
The hens must be maintained in a thermally comfortable environment at all times. The hens must not show signs of being too cold or too hot.

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. Also, there must be additional equipment or means of ventilation (whether automatic or not) that, in the event of such a failure of the ventilation system, will provide adequate ventilation so as to prevent the birds from suffering unnecessary distress as a result of the failure.

Automatic side curtains, if installed, must open automatically in the event of power failure or high temperature, with record of doing so. Side curtains must be functional and tested.

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.)

Auditor Evaluation Ammonia
During the annual onsite audit, ammonia levels must be measured by the auditor at the height of the animals at multiple locations in the house. Measured ammonia must ideally be 10 parts per million and must not exceed 25 parts per million. Ammonia levels must be measured at a minimum of 5 random locations in the house.

Lighting
Auditor Evaluation of Lighting
During the annual onsite audit, the auditor must measure the light intensity at the level of the animals at a minimum of 5 random locations throughout the house, with the results averaged. Areas that are purposefully shaded, such as nests, should not be included in the sampling.

The lighting system must provide an average minimum illumination of 10 lux (1 foot-candle) throughout the house.

Patches of high-intensity artificial or natural light must be avoided in a house. Artificial lights must be located throughout the house to cast light evenly.

Adequate fixed or portable lighting must be available to enable the hens to be thoroughly inspected at any time.
For pullets, the lighting system must provide an average minimum illumination of 5 lux (0.5 foot-candle) sampled at the height of the pullets. The auditor must assess illumination at the height of the pullets at 4 locations within the house. A minimum of 4 hours of continuous darkness must be provided within each 24-hour period after 14 days of age.

Space Allowance & Density Rates

All hens must have sufficient freedom of movement to be able to stand normally, turn around, and stretch their wings without difficulty. They must have sufficient space to be able to perch or sit quietly without repeated disturbance.

For the purposes of calculating allowable hen density rates, usable floor area shall include the main floor and litter area, plus any elevated floor areas/ tiers with at least 17.7 inches (45 cm) of clear headroom underneath, but shall exclude nest areas and any outside area, if applicable.

In a house with an all-litter floor, a minimum space allowance of 1.5 square feet per hen must be allocated to allow performance of normal behavior and the natural clustering of hens.

n a partially-slatted house with a perching/roosting area over a droppings pit/belt, and for multi-tier systems, the minimum space allowance is 1.0 square foot per hen to allow performance of normal behavior. Given that these systems provide usable vertical space for the hens to access, the hens in these systems have more space to move around than those in all-litter floor systems.

Floor & Litter

Hens must have access at all times to a well-maintained litter/ scratch area within the house. A minimum of 15% of the total usable area of the house (excluding nest space) must be devoted to litter area.

The litter must be of a proper substrate to allow for dust-bathing. Litter that is wet, infested with parasites, or otherwise harmfully contaminated must be immediately removed and replaced. Litter that is wet or otherwise contaminated must not be introduced into the house.

Auditor Evaluation of Litter/ Litter Squeeze Test

Litter must be maintained in a dry and friable condition.

During the onsite, annual animal welfare audit, the auditor must evaluate litter quality in at least 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 free water is released and the litter does not crumble easily, the litter is too wet.

Nest Areas

Nests must be provided to the laying hens. If colony nests are installed, there must be a minimum area of 9.0 square feet of nest per every 100 hens. If individual nest boxes are installed, a minimum of one functional nest must be available per 5-7 hens. Nest boxes must provide curtains and/or have dividers so that hens wanting privacy can find it. Nest boxes must have a floor substrate that encourages nesting behavior. The bottom can be lined with various materials including artificial grass mats, rubber mats, plastic nest pads, or litter. Wire floors or plastic-coated wire do not meet this requirement. Nests must be maintained in a clean condition.

Entry perches or slatted ramps must be present as needed and in good repair to allow use of all available nests.

Multi-tier Systems

Systems are considered to be ‘multi-tier’ when elevated platforms are included in the usable area calculations, and when the areas of the elevated platforms are 55% or more of the area of the main floor (excluding nest). For multi-tier systems, the following standards must be followed:

- Feeders and waterers must be provided at the elevated areas, at a rate proportional to the total elevated area.

- Elevated tiers must be equipped with manure belts or must be located to reduce soiling of hens below.
- Clear head height between tiers (i.e. distance from top of floor below to the underside of the droppings belt above) must be at least 17.7 inches (45 cm).
- Maximum distance from top of floor to top of next tier must not exceed 39.4 inches (100 cm).
- Tiers must be arranged so that hens do not need to descend at an angle steeper than 45 degrees from tier to tier.
- For young laying hens *not* granted continuous access to the litter area after being placed in the laying house:
    - Housing doors must be opened every day within 6 hours of the onset of the light period.
    - Young laying hens must be provided with continuous access to the laying area when 50% production is reached, but must not be confined overnight for more than four weeks after they are placed, whichever comes first.*

➢ Note: Where tiers are arranged adjacent to one another, the horizontal spacing between these adjacent tiers must be such to allow the hens to traverse the gap easily, without an increased risk of injuring themselves. Therefore, it is recommended that the horizontal spacing between adjacent tiers is less than 31.5 inches (80 cm).

To reduce the risk of the birds injuring themselves, the system design should be modified if necessary- for example, by decreasing the spacing between adjacent tiers, by adding panels to discourage movement between adjacent tiers, etc.

*There are currently no scientific studies that support a specific time limit for temporary confinement of young laying hens when being transferred into a cage free production house. The American Humane Scientific Advisory Committee, however, considers that temporary overnight confinement of young laying hens in cage free systems at the start of the laying cycle can, if used judiciously, have a beneficial effect by enabling the young hens to learn to use the nest boxes in order to prevent problems with floor-laid eggs. Further studies may provide more clarity on this issue and, as is the case with all American Humane standards, the Scientific Advisory Committee will review new information as it becomes available.

Perches

Linear perches (such as plastic or steel dowels) must be provided at a rate of not less than 6 linear inches per hen. (The alighting rail immediately in front of the nest boxes may be included.) Perches must be sized to allow the hens to grasp the roost effectively (from 1 to 1 ¾ inches (25 to 45 mm) in diameter).

If the edge of an elevated floor/ tier is of an appropriate size as noted above (the hens are able to grasp the floor edge to roost effectively), then the floor edge itself may be counted towards satisfying the perch requirement.

Other than floor edges as noted above, all perches must be elevated above the adjacent floor surface. *(Note: supports for the elevated perch must lift the bottom of the perch at least 1" (2.5 cm) above the top of the adjacent floor surface. Perch supports must be spaced to avoid excessive defecation when the hens are roosting on the perch.)*

At least 20% of the required perches must be raised higher to allow hens to evade aggressors (16 inches (40.5 cm) to 39.4 inches (100 cm) above the adjacent floor).

All perches must be located at least 12 inches (30 cm) measured horizontally from the wall or from adjacent perches.

There must be at least 9.5 inches (24 cm) of clear height above perches with the exception of perches over internal feed troughs that may have a minimum of 7.9 inches (20 cm) of clear head height above. Perches with reduced clearance must not exceed 50% of the total perch requirement.

In multi-tier systems, linear perches must be immediately accessible to the birds at the level of the elevated tiers. These perches must be provided at a rate proportional to the area of the elevated tier.

Additionally, perching surfaces must:

- Have a gap of no less than 0.5 in. on either side of any perch to allow hens to grip the perches without risk of trapping their claws;
- Be of non-slip material and shall have no sharp edges;
- Be of an easily cleaned, non-porous material that doesn't harbor parasites; and
- If tubes are used for perches, they must be solid or capped on the ends.

Auditor Evaluation of Exterior Access

The ***American Humane Certified™ Animal Welfare Standards for Laying Hens- Cage Free*** provide specifications for different types of cage free production systems, including those where birds have access to the exterior. If the production system provides the birds with access to the exterior, the following guidelines must be met.

Exterior Access

- Note: For all types of exterior access, the following minimum guidelines must be met.

Outdoor Runs (*Porches/ etc.*)

Where access is provided, outdoor runs:

- Must be provided at rate appropriate for the flock population and that allows for effective management of pathogenic contamination and maintenance of vegetation and/or other ground surfaces;
- Must be provided with perimeter fences and as appropriate cover/ screening to discourage contact with predators, rodents, and wild birds;
- Must be provided with natural or artificial shade to accommodate the number of birds in the exterior, allowing them to spread out;
- Must be provided at rate appropriate for the flock population that allows for effective management of pathogenic contamination and maintenance of vegetation and/or other ground surfaces;
- Must be provided with perimeter fences and as appropriate cover/ screening to discourage contact with predators, rodents, and wild birds; and
- Must be provided with natural or artificial shade to accommodate the number of birds in the exterior, allowing them to spread out;
- Must be maintained with active management to remedy damaged or sodden ground and must be managed to permit vegetation to regrow as the climate allows in order to provide an appropriate cover of living vegetation; and
- The area near the house must be carefully designed and managed to help ensure that it is well-drained to limit mud and damaged ground (*surfaces such as gravel should be considered in these areas*).

Exit Areas to the Outside (Pop holes)

Exit areas to the outside:

- Must be evenly distributed across any building walls that have openings to the exterior, with a minimum of two openings. (*Note: for a typical long barn, exits to the exterior are not required on the short end walls. Exits should be provided on the long side walls facing the provided exterior spaces)*;
- Must be provided at an adequate rate to help ensure the free movement and ready, unrestricted access of birds into and out of the house and limit undue crowding of birds around the openings; and
- Must be a minimum of 13.8 inches high by 15.8 inches wide (35 cm by 40 cm) to allow the passage of more than one hen at a time.

Auditor Evaluation of Pullets

Feather Quality Scoring

Small Group Sampling should be performed by collecting measures on ten small groups of birds within the house. The ten locations should be chosen at random and represent different parts of the house (floor, nest, feedline, etc.). At each location, 10 random birds should be observed by the auditor for feather quality scoring. The auditor is to perform observations without touching the birds and there should not be bird handling. After 10 birds have been observed at one spot in the barn, the auditor should move to a different spot and repeat evaluations taking care to sample different areas of the house.

Using small group sampling methodology, the auditor will observe bird feather quality score on the back of 100 birds. Auditors will use a 3-point scale to assess feather damage (Decina et al., 2019). No more than 10% of the flock (10 out of 100 sampled) may have a feather damage score of 2.

0	1	2
• Intact feather cover • No or slight wear • Only single feathers missing	• Damaged feathers (worn/deformed) • Bald patch visible sized 2 inches or less	• At least one bald patch visible greater than 2 inches
		
		

End-of-Flock Disposition

Catching & Handling SOPs

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

Training of Catch & Loading Crews

All personnel involved in catching and handling of birds must receive proper training to verify competence and full awareness in their duties and responsibilities. Managers must provide the catching staff full and detailed written instructions for catching, handling, loading, and unloading.

Animal Welfare Officer

An Animal Welfare Officer (AWO) must be designated and present for each occurrence of flock disposition. The AWO is responsible for supervising, monitoring, and maintaining high welfare standards throughout the end-of-flock disposition process.

Water and Feed Withdrawal

Hens must be provided water up to the time when catching begins and hens must be provided feed up to 1 hour prior to the time when catching begins. Note: When transported, hens must not be deprived of feed for more than 16 hours in total, including the period up to the time of processing.

Where possible, feeders, waterers, and other obstacles must be raised or removed from the house prior to catching 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.)*

Catching, Carrying, & Loading

- When possible, the hens should be caught individually and supported by both hands in an upright position.
- Where this is impractical, no more than three birds are to be carried in one hand. Birds must be held by both legs at all times, and never by the wings or the neck.
- Birds must be handled as minimally as possible, and must be placed directly into the transport coop or the approved euthanasia receptacle within 20 seconds of being caught.
- The catch supervisor must check that all birds are upright in the transport coop or euthanasia receptacle, that no appendages are caught in the coop or receptacle doors, and that the birds are not piled atop one another.

Actions must be taken to prevent the hens from injuring one another due to overcrowding/ piling. Where birds are at risk for injury due to overcrowding/ piling, the house lights are to be raised and the birds allowed to spread out calmly and quietly, and given time to settle before catching is resumed.

Adequate, draft-free ventilation at bird height must be provided for uncaught birds up to time of loading. Access routes to the chicken house must be adequately designed and maintained to permit the safe passage of transport vehicles/ euthanasia receptacles.

Unfit birds must not be transported but instead must be immediately and humanely euthanized.

End-of-Flock Euthanasia

For routine, on-farm disposal of flocks at the end of the production cycle using CO_2, there must additionally be full documentation of the procedure used including records for the amount of gas used. Refer to the latest UEP standards "Guidelines for Euthanasia and On-Farm Depopulation of Entire Flocks" for more information regarding required protocols and documentation in order to demonstrate full compliance with the UEP.

Transport

Animal transport systems must be designed and managed to help ensure hens are not caused unnecessary distress or discomfort. The transport and handling of hens 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.

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.

Training of Personnel

Personnel in charge of transportation and transport equipment including non-employees must be trained in the proper handling of hens when loading and unloading them and while in transit. This may be verified through SOPs or a Certificate of Conformance (COC). Noise levels from all sources must be minimized as possible during loading, unloading, and transport. In periods of hot weather, hens 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 the birds.

The transport SOPs:

- Must address when high ambient temperature or high humidity poses a threat of heat stress to the birds during catching, loading, and unloading.
- Must describe appropriate actions to take to reduce the risk of heat stress on the birds, including the receipt of weather forecasts of the expected temperature, supplemental ventilation, etc.

Hens reared in houses with tunnel ventilation must be pre-adapted to warmer temperatures if they are transported during hot weather. The transport SOP must identify steps that are to be taken to shelter and protect the birds when they are transported during extreme weather. They 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. drivers must be aware of any potential traffic problems and plan their journey accordingly. The person supervising the catching 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.

Processing

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

Processing Plant Records

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.

Average levels of transport mortality above 0.2% in any three-month period OR above 0.5% in any 24-hour period must be investigated to determine the cause and immediate remedial actions must be implemented. Records must be available describing the remedial actions that were taken and must show that for subsequent instances of transport, DOAs were within permissible levels.

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 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.*

Staff Training

Managers, in conjunction with the AWO, must develop and implement a training program for all staff handling and slaughtering birds to help ensure that staff members are properly trained to carry out their duties and are competent to perform them. Records of staff training must be 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. Immediate action must be taken to prevent suffering and help ensure that similar occurrences are prevented.

The person in charge of any premises must ensure that any bird on their premises awaiting slaughter is: protected from direct sun and from adverse weather, i.e. wind, rain, hail, snow, etc.; provided with adequate ventilation- temperature and humidity in the holding area and within chicken loads must be regularly monitored and controlled; immediate remedial action must be taken to remedy conditions if any birds are found to be suffering from heat or cold stress.

The hens must be placed in a thermally comfortable holding area immediately on arrival at the processing facility. The holding area should have reduced or blue lighting, or if outdoors, it must have proper shade/protection from direct sunlight. Once birds have arrived at the processing facility, they must not be moved on to other premises. Standby equipment, e.g. a generator, must be available for emergency breakdowns. All hens must be slaughtered as soon as possible but no later than 10 hours after arriving at the processing facility.

SOPs for Shackling, Stunning, and Bleeding

Conveyor System

Birds must be unloaded from the coops onto the conveyor belt in a way to minimize injury and distress to the birds. The operator at the unloader must proceed slowly and is responsible for ensuring that the coop doors open properly and no birds are caught on or left in the coops. If so, the bird must be carefully removed from the coop by carrying the bird’s body or by both legs.

The shackling line must be located in a closed area, and the belt on the line must include a fence to prevent birds from falling off. Where loose birds are found, they must be taken immediately to the hanging area or, if injured, they must be immediately euthanized away from the line.

Processing plant managers must 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.

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, running a hand down the bird’s back at shackling. Shackles must be of a size and type, and the slaughter line run at a speed, which permits the birds to be hung properly without causing unnecessary pain or distress. Birds must be hung on the shackles by both legs. The birds must not be suspended for more than 90 seconds before they are stunned.

Electrical 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 or euthanizing hens 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. 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 are able to 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 checked to help ensure they have been effectively stunned. Immediate remedial 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.

The most reliable indicator that a bird is properly stunned by the low voltage method is the electro-epileptic fit. The characteristics of this condition are:

- *Neck arched with head directed vertically*
- *Eyes opened*
- *Wings held close to body*
- *Tail turned inward*
- *Legs rigidly extended with constant rapid body tremors*

The physical condition of the electro-epileptic fit are shorter lasting and less pronounced when cardiac arrest is induced at stunning. They are followed by:

- *Completely limp carcass*
- *No breathing*
- *Loss of nictitating membrane reflex*
- *Dilated pupil*
- *Comb pinch*

Carotid arteries and jugular veins must be effectively severed manually or by using automated equipment that performs a ventral cut. Each bird must be checked to help ensure that the carotid artery has been cut. 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. There must be no live birds entering the scalder.

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

Pass/Fail Auditor Evaluations

P/F1: 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.**

P/F2: Absence of Live Birds in DOA Bin (*Processing Plant Only*)

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 this audit.

P/F3: Absence of Live Birds Entering Scalder (*Processing Plant Only*)

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.

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

Appendix A

Farm Manual

American Humane
Farm Program

American Humane Certified™ Farm Manual Templates
Laying Hens- Cage Free

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 office. Thank you for participating in the American Humane Certified™ program.

American Humane
Farm Program

Farm Manual Checklist

Farm Manual Information/ Checklist **Please Complete This Checklist**	**Producer's Farm Manual Section/ Page # Attached**	**American Humane Certified™ Template Forms Attached**
Company Policy & Employee Code of Conduct		
Company Policy		
Employee Code of Conduct		
Animal Welfare Incident Report		
Office Records & Documentation		
Records of Production		
Building Checklists		
Standard Operating Procedures		
Emergency Response Plan		
Nutrition, Lighting, Animal Health Plans		
Animal Health Plan		
Nutrition Plan		
Lighting Program		
Biosecurity & Sanitation Plans		
Biosecurity Plan, Structural/ Access		
Biosecurity Plan, Operational		
Cleaning & Sanitation Plan		
Waste Disposal Plan		
SOPs for Exterior Access		
Catching & Handling SOPs		
Transportation & Processing Plant SOPs		
Records of Stockperson Training		
Training of all Stockpersons		
Specialized Training		
Training of On-Farm Crews		
Training of Outside Workers		
Inspections of Hens		
Inspections & Maintenance of Equipment		
Equipment Inspections		
Inspections of Water Systems		
Inspections of Auxiliary Water Supply		
Inspections of Alarm Systems		
Ventilation & Environmental Controls		
Monitoring of Ammonia		
Molting Policy		
Backfilling Policy (N/A: Back-Filling Not Allowed)	n/a	n/a
Beak-Trimming Policy		
Euthanasia Policy		

American Humane
Farm Program

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 Company: _____

- *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. Please provide a printed, signed copy for the auditor's review.*

Company Policy

- As a participant in the American Humane Certified program, this company is committed to providing an environment that 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 towards the animals. Kicking, throwing, yelling at, purposefully scaring, and other willful acts of abuse towards the animals or acts of neglect in the animals' care will not be tolerated. If it is determined that any employee has engaged in willful acts of abuse 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 hens 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 hens at all times. If any of these basic necessities are lacking, immediate corrective actions must be taken and a supervisor or the AWO must be notified.
- All personnel have access to the ***Animal Welfare Incident Report*** or a similar company document or company protocol. Personnel must complete and submit this document or otherwise report whenever they observe incidents related to animal welfare that cause them concern.

Designated Animal Welfare Officer

- The designated Animal Welfare Officer(s) for this company is (are):

  Designated AWO(s) _____

American Humane
Farm Program

Company Policy & Employee Code of Conduct (cont.)

Name of Company: _____

Designated AWO(s) _____

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

Date	Employee Name	Employee Signature	Supervisor

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

American Humane
Farm Program

Animal Welfare Incident Report

Company 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 16th 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: 2**02-841-6080.**

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.

American Humane
Farm Program

Records of Production
Animal Movement Logs

Name of Company: _____

Site Name: _____

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

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

American Humane
Farm Program

Records of Production (cont.)
Numbers of Mortalities

Name of Company: ______________________________________

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
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				❍ Y ❍ N
				❍ Y ❍ N
				❍ Y ❍ N
				❍ Y ❍ N
				❍ Y ❍ N
				❍ Y ❍ N

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

American Humane
Farm Program

Records of Production (cont.)
Numbers of Culls

Name of Company: _____

Site Name: _____

Date	# of Birds	Age of Birds	Reason(s) for Culling	Method Used	Name of Trained/ Approved Worker

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

Records of Production (cont.)
Numbers of Ill/ Injured Birds

Name of Company: _____

Site Name: _____

Date	# of Birds	Age of Birds	Cause of Illness/ Injury (if known)	Treatment?

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

Building Checklists / Farm Data

- *The following records and documentation must be made available to the auditor at the time of the audit. Producers may use their own forms for records or they may use these template forms.*

PRODUCER/ COMPANY NAME:		
AUDIT FARM LOCATION:		
AUDIT FARM:	**FARM MANAGER:**	**STOCKPERSON:**
Address:	**Email:**	**Email:**
City:	**Office #:**	**Office #:**
State:	**Cell #:**	**Cell #:**
ZIP:	**Alt #:**	**Alt #:**
Country:	**Fax #:**	**Fax #:**

CHICK SUPPLIER:	**PROCESSOR (End of Flock):**
NAME:	**NAME:**
Address:	**Address:**
City:	**City:**
State:	**State:**
ZIP:	**ZIP:**
Country:	**Country:**
Contact:	**Contact:**
Contact #:	**Contact #:**

(*Optional*) Name of Marketing or Producer Group if under Forward Contract:
List any Quality Assurance Programs Routinely Implemented:
Target Air Quality Parameters/ Ammonia:
Details of Lighting Program:

Building Checklists/ Farm Data (cont.)

AUDIT FARM: **COMPANY NAME:**

ALL AHC HOUSES ONSITE:

Total Number of AHC Houses: _____

FOR AUDITED HOUSE ONLY:

Type of House:
- ❍ All Litter Barn
- ❍ Partially Slatted Barn
- ❍ Multitier Aviary* _____ (*if appl. Manu/Model)
- ❍ Other as described* _____ (*give short description)

Type of Hens:
- ❍ White
- ❍ Brown
- ❍ Other as described* _____ (*give short description)

No. of Hens Placed in House: _____

No. Hens Currently in House: _____

Audited Floor Space (ft^2): *(sum of ALL usable area, excl. nest)* _____

_____ *Actual (ft^2)* vs. _____ *Req'd (ft^2)*

Littered Floor Space (ft^2): *(i.e. the sq. footage of the usable area noted above that has litter)* _____

_____ *Actual %* vs. *15%* *Req'd %*

Type of Nest Provided:
- ❍ Colony
- ❍ Individual

Audited Nest (ft^2 or No.): _____

_____ *Actual* vs. _____ *Req'd*

Length of Qualifying Perch
Total Linear Perch (inches): _____
Total Qual. Floor Edge (inches): _____

_____ *Actual (in)* vs. *6.0 in* *Req'd (in)*

% elevated at least 16 inches: _____ *Actual (%)* vs. *20%* *Req'd (%)*

Other Notes (*if needed*): _____

Date of Population: _____

Date for De-Population: _____

Conv. or Organic?
- ❍ Conventional
- ❍ Organic

Type of Outside Access, if Provided: *(select as noted)*
- ❍ N/A- not prov.
- ❍ Outdoor Run
- ❍ Other* _____ (*give short description)

Audited Outside Space (ft^2): *(Only if applicable)* _____

_____ *ft^2 per hen*

Is Outside Access Rotated?
- ❍ No
- ❍ Yes* _____ (*If yes, give brief description of area available at any time, e.g. "1/4 rotation ")

Type of Feeder:
- ❍ Trough-style
- ❍ Pan
- ❍ Other OR Mix

Length OR No. of Feeders (inches or No.)
Double-sided Trough: _____
Single-sided Trough: _____
Perimeter/Round: _____
No. of Feeders*: _____
(**ONLY if needed, e.g. "52 feeder pans")*

_____ *Actual* vs. _____ *Req'd*

Type of Waterer:
- ❍ Nipple
- ❍ Trough
- ❍ Other OR Mix

No. of Nipples (No.): _____
No. of Waterers* (No.): _____
(**ONLY if needed, e.g. "362 bells")*

_____ *Actual* vs. _____ *Req'd*

Final Disposition of Spent Hens:
- ❍ On-Site Euthanasia
- ❍ Transport/ Humane Slaughter
- ❍ Other* _____

Building Checklists / Farm Data (cont.)

➢ *This sheet is provided for any miscellaneous notes or calculations, if needed.*

AUDIT FARM:	COMPANY NAME:
ADDITIONAL INFORMATION/ WORKSHEETS (if needed)	

Standard Operating Procedures (SOPs)

Name of Company: _____

- *Note: attach the Company SOPs to this document, which must as a minimum conform to the following. Sections of the SOPs relevant to the duties of each employee must be provided to them in their native language, and each employee must sign that they have been provided this document.*

"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 including but not limited to:

- ❑ 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;
- ❑ Twice daily inspections of animals and facilities, and records to be kept by responsible personnel;
- ❑ Daily inspections of equipment (especially feed and water systems), 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 of ventilation settings/ rates, any necessary adjustments (where applicable), and records of monthly ammonia readings;
- ❑ Description of lighting program, including light intensity readings;
- ❑ 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.

Note: SOPs for specific operations, where applicable:

- ❑ Catching. Carrying & Handling/ End-of-Flock Disposition SOPs
- ❑ Transportation SOPs."

- I, the undersigned employee, have read 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 _____

American Humane
Farm Program

Emergency Response Plan

Name of Company: _____

➢ *Note: Keep a copy of the Emergency Response Plan at the Main Office, and when barns are not located on the same property, keep a copy at the barn site as well next to the main entry.*

- Local emergency services numbers are posted by phones? ❍Yes ❍No

Emergency Service	Telephone #
Local fire department: _____	_____
Emergency water supplies: _____	_____
Local Utility: _____	_____
Other: _____	_____

- Emergency contact numbers and a calling schedule are posted by phones? ❍Yes ❍No

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

Emergency Contact	Telephone #	Alternate #
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

- Provide details of 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 these occurrences or by those discovering an emergency such as fire, floods, storms or other severe weather, interruption of power or water, interruption of supplies, etc. ❍Yes ❍No

American Humane
Farm Program

Animal Health Plan

Name of Company: _____

Farm Location(s): _____

Flock Dates/ Flock ID: _____

- *Note: attach a copy of the Animal Health Plan (AHP). This plan must be developed in consultation with the flock veterinarian with whom the producer has a valid Veterinarian Client-Patient Relationship (VCPR). A VCPR exists when the flock veterinarian affirms that s/he knows the specific circumstances of the flock and of the producer's operation and accepts responsibility for making medical judgments about the health of the flock and whether treatment is needed; and when the producer agrees to follow any instructions or recommendations of the flock veterinarian related to the health of the flock.*

A written Animal Health Plan (AHP) must be available at the main office. This plan must include:

- ❑ Certification or proof that the AHP has been developed in consultation with the flock veterinarian:
  - The flock veterinarian must sign and date the AHP; and
  - The AHP must be updated regularly, at least yearly;
- ❑ 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;
- ❑ Dates of treatment;
- ❑ The types/route of administration and quantities of medications used;
- ❑ 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 flock veterinarian;
- ❑ 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;
- ❑ Therapeutic use is in conformance with the latest edition of the FDA ***Judicious Use of Antimicrobials for Poultry Veterinarians*** and complies with withdrawal periods;
- ❑ Records of any surgical procedures;
- ❑ Tolerance levels for overall flock performance;
- ❑ Causes of morbidity and mortality where known; and
- ❑ Targets for other aspects of flock health.
- ❑ 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.

NOTE: Treatment must never be withheld to maintain an 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

Age	Product
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Coccidia Prevention Program

External Parasite Control Program

Animal Health Plan (cont.)
Medication/ Treatment Records

Name of Company: _____

Date	House	Medication/ Treatment	Reason	Responsible Person

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

American Humane
Farm Program

Nutrition Plan

Name of Company: _____

Site Name(s): _____

Flock Dates/ Flock ID: _____

Diet Formulation/ ID: _____

- *Note: There must be certification or proof that the following statements are true for the specified producer, sites, flocks, and diet formulations. The flock nutritionist/veterinarian may sign this letter, or may provide similar evidence as acceptable methods of proof:*

  - The diet noted above has been developed in accordance with the guidelines provided by the most recently published National Research Council (NRC) standards.
  - Growth hormones/ growth promoters are not used as additives to the feed in the diet formulation(s) noted above (*Note: growth hormones are not permitted for use in poultry in the United States)*.
  - 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 hens' age and species/strain in order to promote balanced nutrition;
  - Specify that changes to the diet must be introduced gradually;
  - Specify that feed intake for animals must be monitored when changing feed type to help ensure that animals do not lose weight; and
  - Include specifications for a diet that includes mineral supplements, including coarse calcium, provided in adequate quantity to sustain healthy bone strength for the laying hens.

Notes:

Flock Nutritionist _____

Signature_____ Date_____

Nutrition Plan (cont.)

Feed Suppliers:

Name: _____
Address: _____
Telephone #: _____
Mills used: _____
❍ Major source ❍ Minor source
Does feed mill comply with FDA requirements for feed safety?
_____ ❍Yes ❍No

Name: _____
Address: _____
Telephone #: _____
Mills used: _____
❍ Major source ❍ Minor source
FDA-Licensed? ❍Yes ❍No
Does feed mill comply with FDA requirements for feed safety, and adhere to FDA FMP's? _____ ❍Yes ❍No

Feed Documentation

Are feed documents available for at least one year? ❍Yes ❍No
(Keep a representative tag for each ingredient used, Replacing old with current tags as rations change)

Are there records of feed constituents? ❍Yes ❍No
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? ❍Yes ❍No

Notes:

Lighting Program

Name of Company: _____

Site Name(s): _____

- *Note: Attach or provide a description of the lighting program for each house, which must as a minimum conform to the following:*

The lighting system in houses must be designed and maintained to regulate a daily cycle for all hens. The lighting program for each house must be documented and light intensity measured quarterly with records on file. The lighting program must provide within each 24-hour period:

- ❑ A minimum continuous period of 8 hours of daytime light.
  - ❑ The daytime light levels must be an average minimum of 10 lux (1 foot-candle) throughout the house at the head height of the birds, excluding areas in the shade of equipment and at the nests.
  - ❑ Patches of high intensity sunlight or artificial light must be avoided.

- ❑ A minimum period of 6 hours of continual darkness or the natural period of darkness, if less. *"Darkness" refers to the substantial dimming of light to allow the birds to rest.*

American Humane
Farm Program

Biosecurity Plan, Structural

Name of Company: _____

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

- ❑ Description of and maintenance schedule for physical methods for discouraging pests, predators, and wild birds;
- ❑ Description of company biosecurity policies and procedures for employees;
- ❑ Description of the policies and procedures for the deterrence of unapproved visitors; and
- ❑ Descriptions of the policies and procedures for approved visitors including 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 compliance with the company policy on "downtime" i.e. time away from contact with other poultry.

Is an all-in, all-out production system used? ❍Yes ❍No

Is there any certification of the health status of the incoming chicks? ❍Yes ❍No

Describe:

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

Is access restricted to specific areas of farm? ❍Yes ❍No

Are vehicles disinfected prior to entering the farm? ❍Yes ❍No

Describe how roads and buildings are secured:

Additional Notes:

American Humane
Farm Program

Biosecurity Plans, Operational

Name of Company: _____

- *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 that provides shelter to pests and predators);
- ❑ Descriptions of policies and procedures for the deterrence and control of pests and predators, maintenance schedules and personnel responsible for baiting and trapping, etc.;
- ❑ The removal of feed sources and the protection of bulk feed and water supplies to reduce the attraction of pests, rodents, mold, etc.;
- ❑ The protocols for personnel working with older flocks to limit contact with pullets; and
- ❑ The provision and maintenance of protective clothing, foot baths, and/or shower facilities for workers, where appropriate.

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

Rodents

traps _____ ❍Yes ❍No
bait _____ ❍Yes ❍No
limited access _____ ❍Yes ❍No
covered feed storage _____ ❍Yes ❍No

Wild Birds

bait _____ ❍Yes ❍No
nets _____ ❍Yes ❍No
covered feed storage _____ ❍Yes ❍No
noise or visual deterrents _____ ❍Yes ❍No

Flies

bait _____ ❍Yes ❍No
environmental control (e.g., frequent cleaning) _____ ❍Yes ❍No

Additional Notes:

Biosecurity Plans, Operational (cont.)

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

_____

(*skip if not applicable to operation*)

Feed and Water

Feed storage area

Is feed kept covered? ❍Yes ❍No

Are feed storage areas cleaned between deliveries of feed? ❍Yes ❍No

How often are feed systems cleaned? _____

Water

Are water meters used and is daily water consumption recorded? ❍Yes ❍No

How often are water systems cleaned? _____

Are water systems disinfected? ❍Yes ❍No

If yes, what is used: _____

Are any water filtration/purification systems used? ❍Yes ❍No

If yes, please list: _____

Are “clean to dirty” work routines used? ❍Yes ❍No

Additional Notes:

American Humane
Farm Program

Cleaning & Sanitation Plan

Name of Company: _____

- *Note: provide details of the Cleaning & Sanitation Plan, which must include as a minimum the following provisions:*
  - ❑ Details for routine/ scheduled cleaning procedures; and
  - ❑ Details for cleaning procedures between end-of-flock disposition and restocking: Following end-of-flock disposition, all houses must be thoroughly cleansed and, when recommended by the flock veterinarian, tested negative from infectious agents as specified in the Animal Health Plan.

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) _____

Additional Notes:

American Humane
Farm Program

Waste Disposal Plan

Name of Company: _____

- *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 that 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? ❍Yes ❍No

- Has farm completed a formal training program in waste management? ❍Yes ❍No

  Type of training: _____

  Date of completion: _____

Additional Notes:

American Humane
Farm Program

SOPs for Exterior Access

Name of Company: _____

- *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 Laying Hens- Cage Free** provide specifications for different types of cage free production systems, including those where the birds have access to the exterior. If the production system provides the hens with access to the exterior, the following guidelines must be met.*

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

- ❑ Inspection of the hens and the outdoor facilities, conducted twice daily as a minimum;
- ❑ Maintenance of required shade and where provided screening to deter predators, rodents, and wild birds; and
- ❑ Schedule for when hens have access to the exterior, i.e. daily procedures for opening/ closing exits from the house (pop holes):
  - ❑ A company policy must be available that describes the weather conditions for which the birds are provided exterior access, as well as the conditions for which the birds are secured in the house.
  - ❑ The birds must be provided access to the outdoor areas for a minimum of 8 hours daily during daylight hours, weather permitting. All exit areas must normally be open during this time, except when precluded by inclement weather conditions.
  - ❑ Protection must be provided from predators and wild birds, and birds must be closed in the house (or mobile shelter) at night, when the outside temperatures are excessively cold or hot, and when other adverse weather conditions are expected. *Note: Under situations of high risk for avian influenza or other highly pathogenic infectious diseases, birds can remain indoors as recommended by the veterinarian.*
- ❑ If a dust-bathing environment for hens is provided outdoors, the SOPs must describe the provision and maintenance of a suitable substrate for dust-bathing, with access allowed for at least 4 hours every day;

Where access is provided, outdoor runs:

- ❑ Must be provided at rate appropriate for the flock population that allows for effective management of pathogenic contamination and maintenance of vegetation and/or other ground surfaces;
- ❑ Must be provided with perimeter fences and as appropriate cover/ screening to discourage contact with predators, rodents, and wild birds; and
- ❑ Must be provided with natural or artificial shade to accommodate the number of birds in the exterior, allowing them to spread out;
- ❑ Must be maintained with active management to remedy damaged or sodden ground and must be managed to permit vegetation to regrow as the climate allows in order to provide an appropriate cover of living vegetation;
- ❑ The area near the house must be carefully designed and managed to help ensure that it is well-drained to limit mud and damaged ground (*surfaces such as gravel should be considered in these areas*).

American Humane
Farm Program

Catching & Handling SOPs

Name of Company: _____

- *Note: Attach Catching & Handling SOPs, which must include the following minimum provisions:*

  - ❑ All personnel involved in catching and handling of birds must receive proper training to verify competence and full awareness in their duties and responsibilities.
  - ❑ Managers must provide the catching staff full and detailed written instructions for catching, handling, loading, and unloading.

Animal Welfare Officer
An Animal Welfare Officer (AWO) must be designated and present for each occurrence of flock disposition. The AWO is responsible for supervising, monitoring, and maintaining high welfare standards throughout the end-of-flock disposition process.
Name(s) of designated AWO(s) _____

Water and Feed Withdrawal

- ❑ Hens must be provided water up to the time when catching begins.
- ❑ Hens must be provided feed up to 1 hour prior to the time when catching begins.
- ❑ When transported, hens must not be deprived of feed for more than 16 hours in total, including the period up to the time of processing.

Where possible, feeders, waterers, and other obstacles must be raised or removed from the house prior to catching to minimize the risk of bruising. Catching must take place in low lighting to minimize birds' fear reactions. *It is recommended that catching be done at night or early morning.*

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

Catching

- ❑ When possible, the hens should be caught individually and supported by both hands in an upright position.
- ❑ Where this is impractical, no more than three birds are to be carried in one hand. Birds must be held by both legs at all times, and never by the wings or the neck.
- ❑ Birds must be handled as minimally as possible, and must be placed directly into the transport coop or the approved euthanasia receptacle within 20 seconds of being caught.
- ❑ The catch supervisor must check that all birds are upright in the transport coop or euthanasia receptacle, that no appendages are caught in the coop or receptacle doors, and that the birds are not piled atop one another.

Access routes to the chicken house must be adequately designed and maintained to permit the safe passage of transport vehicles/ euthanasia receptacles.

Unfit birds must not be transported but instead must be immediately euthanized.

End-of-Flock Euthanasia
For routine, on-farm disposal of flocks at the end of the production cycle using CO_2, there must additionally be full documentation of the procedure used including records for the amount of gas used. Refer to the latest UEP standards "Guidelines for Euthanasia and On-Farm Depopulation of Entire Flocks" for more information regarding required protocols and documentation in order to demonstrate full compliance with the UEP."

- *Note: Where applicable, provide documentation of full compliance with UEP guidelines for end-of-flock euthanasia.*
- ***Note: Outside contractors must provide Certificate(s) of Conformance to these SOPs**. By signing below, Contractor is certifying that all workers have been trained to the attached standards, and all workers are held to the Standards of Care in the Employee Code of Conduct.*

Contracted Company: _____ Date_____

Name of Contractor Rep:_____ Signature_____

American Humane
Farm Program

Transportation & Processing SOPs

Name of Company: _____

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

Transportation SOPs

Personnel in charge of transportation and transport equipment, including non-employees, must be trained in the proper handling of hens when loading and unloading them and while in transit. This may be verified through SOPs or COCs.

Noise levels from all sources must be minimized as possible during loading, unloading, and transport.

In periods of hot weather, hens 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 the birds.

- ❑ The transport SOP's must address when high ambient temperature or high humidity poses a threat of heat stress to the birds during catching, loading, and unloading.
- ❑ The SOPs must describe appropriate actions to take to reduce the risk of heat stress on the birds, including the receipt of weather forecasts of the expected temperature, supplemental ventilation, etc.

Hens reared in houses with tunnel ventilation must be pre-adapted to warmer temperatures if they are transported during hot weather.

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. drivers must be aware of any potential traffic problems and plan their journey accordingly.

The person supervising the catching 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: Certificate(s) of Conformance to these SOPs may be used for outside contractors.*
- *By signing below, Contractor is certifying that all workers have been trained to the attached standards, and all workers are held to the Standards of Care in the Employee Code of Conduct.*

Contracted Company: _____ Date_____

Name of Contractor Rep:_____ Signature_____

Transportation & Processing SOPs (cont.)

Name of Company: _____

- *Note: Attach Processing SOPs, which must include all provisions noted in the **Animal Welfare Standards** as a minimum.*
- *Note: Certificate(s) of Conformance to the Processing SOPs may be used for outside contractors. If used, they must include COCs confirming specifically:*
  - *That the maximum time for the hens in transport, from the start of loading to the completion of unloading of the transport coops, will not exceed 12 hours; AND*
  - *That once the birds have arrived at their destination, they must be humanely slaughtered per all requirements of the "Processing" section of the **Animal Welfare Standards.***

Processing SOPs

- *Note: Certificate(s) of Conformance to these SOPs may be used for outside contractors.*
- *By signing below, Contractor is certifying that all workers have been trained to the attached standards, and all workers are held to the Standards of Care in the Employee Code of Conduct.*

Contracted Company: _____ Date_____

Name of Contractor Rep:_____ Signature_____

American Humane
Farm Program

Records of Stockperson Training
Training of All Stockpersons

Name of Company: _____

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 Company: _____

- *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 Company: _____

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

American Humane
Farm Program

Inspections of Hens

Name of Company: _____

House ID: _____

- *The stockperson performing the inspections must proceed in a careful, deliberate manner to avoid frightening the hens unnecessarily, i.e. by making loud noises, sudden movements, etc., and must follow a path that allows them to see all of individual hens 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.*

Date	Time	Inspection By	Number Mortalities	Number Culls	Remarks

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

American Humane
Farm Program

Equipment Inspections

Name of Company: _____

House ID: _____

Date	Inspection By	Equipment	Service Performed	Performed By

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

Equipment Inspections (cont.)

Name of Company: _____

House ID: _____

Inspections 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; and
- ❑ Water lines are flushed between flocks.

Inspections of Auxiliary Power Supply

- ❑ Records must be kept showing that the auxiliary power supply (such as a standby generator), is tested weekly under load, with the outcome of the test documented.
- ❑ The records must show that the auxiliary power supply is available and has sufficient capacity to operate critical equipment such as fans, feeders, waterers, and lights for at least 24 hours.

Inspections of Alarm Systems

- ❑ Records must be kept showing that alarm systems (audible & remote) for the controlled environment house are tested weekly, with the outcome of the test documented.
- ❑ The records must show that the alarm systems are operational even if the principal electricity has failed.

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.)

Ventilation & Environmental Controls

- ❑ Maximum and minimum temperatures must be monitored and recorded daily.
- ❑ Ventilation equipment must be checked daily and maintained for proper operation, with records kept.
- ❑ Ventilation rates must be monitored daily and adjusted 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.

Monitoring of Ammonia Levels

- ❑ Ammonia levels, measured monthly at the height of the hens at multiple locations in the house, are ideally less than 10 parts per million (ppm) but must not exceed 25 ppm.
- ❑ If a monthly ammonia test result is in excess of 25 ppm, a program of ammonia mitigation must be adopted with records kept, and testing must be performed daily until ammonia levels drop below 25 ppm.

Molting Policy

Name of Company: _____

- *Note: If applicable, attach Molting Policy, which must include as a minimum:*

"Molting Policy
Hens must not be induced to molt by withholding feed and/ or water.

- ❑ Non-feed/ non-water withdrawal methods for inducing a molt must meet current recommendations for non-feed and non-water withdrawal molting per the American Veterinary Medical Association (AVMA).

- ❑ Records must be kept of any molting program, and must show that only non-feed withdrawal methods in accordance with the AVMA recommendations were used.

Mortality Levels During Non-Feed Withdrawal Molting
If the mortality level within a house is in excess of 0.5% in 24 hours for three successive days during the non-feed/ non-water withdrawal molting, a veterinary investigation must be made to determine the cause and if necessary to remedy the problem."

Beak-Trimming Policy

Name of Company: _____

- *Note: "Outbreaks of injurious feather-pecking and cannibalism are possible in cage free systems, and this harmful behavior may quickly affect a considerable proportion of the flock if not addressed.*

  For this reason, though the practice of beak-trimming/tipping is undesirable, it is permitted only as a preemptive measure to mitigate the risks of injurious feather-pecking and cannibalism if beaks are left intact. Attach Beak-Trimming Policy, which must as a minimum conform to the ***Animal Welfare Standards****:*

- ❑ Beak trimming/ tipping may only be performed where there is a concern about cannibalism. Beak trimming/ tipping must not be performed to prevent feed wastage.
- ❑ The pullets' beaks should be tipped, i.e. blunted, where possible. Otherwise, beak-trimming must remove no more than 1/3 of the upper and lower beaks, measured from the tip to the entrance to the nostrils.
- ❑ Pullets that 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.
- ❑ Pullets that were recently trimmed/ tipped must not be exposed to other high-stress procedures such as transport or vaccination. *Note: it is recommended that Vitamin K and C are added to the water before and after beak-trimming, and that the hens are provided with additional feed 1 week following.*
- ❑ (*Select if applicable*) If pullets are sourced from a hatchery that performs the beak-trimming/ tipping:
  - ❑ Beak trimming/ tipping must be performed within the first 24 hours of life using infrared laser equipment.
  - ❑ Records must be kept with a Certificate of Conformance from the hatchery stating that beak-trimming/ tipping was performed by trained personnel using the proper equipment and per all requirements detailed in this Beak-Trimming Policy.
- ❑ (*Select if applicable*) If performed on-site:
  - ❑ Beak-trimming/ tipping must be performed only by trained 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.
  - ❑ Beak trimming/ tipping must be performed no later than 10 days of age by the use of a machine with a blade and cauterizer, to minimize pain and stress.
- ❑ <u>Beak trimming on older birds, including 'touch-up' trimming, must not be performed as a matter of course.</u>

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

Beak-Trimming Policy (cont.)

Name of Company: _____

Action Plans for Deterring Injurious Feather-Pecking and Cannibalism
The producer must have plans in place to discourage the spread of injurious feather-pecking and cannibalism. If outbreaks of injurious feather-pecking and cannibalism do occur:

- ❑ Methods to discourage the spread of injurious feather-pecking and cannibalism must be conducted without delay.
- ❑ Artificial appliances (such as blinkers attached to the beak or nostrils, or contact lenses) designed to stop injurious feather-pecking and cannibalism must not be used.
- ❑ The producer must notify the American Humane Certified™ program that the problem exists and must explain the steps that the producer proposes to take in order to mitigate the problem, and the producer must provide regular updates to the American Humane Certified program regarding the success of the mitigation.
- ❑ Methods should include removing the offending birds if they are identifiable and segregating injured birds as first steps, followed by reducing light levels and providing distractions/ enrichments to the birds and/or providing additional perches or panels so that subordinate hens can retreat.
- ❑ If these measures still do not mitigate the problem, the producer must contact the American Humane Certified™ program for additional recommendations.

The American Humane Certified™ program will not consider beak-trimming of older birds except as a method of last resort if other measures fail.

American Humane
Farm Program

Euthanasia Policy

Name of Company: _____

- *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 must 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 must be promptly and humanely 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.
- ❑ Routine, on-farm disposal of flocks at the end of the production cycle must meet the requirements of this section. See "End-of-Flock Disposition" section.
- ❑ Procedures for the 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:*

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

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:

American Humane
Farm Program

On-Site Standards Reference

Name of Producer: _____

Name of Farm: _____

- *Note: "A printed or electronic copy of the current **American Humane Certified™ Animal Welfare Standards for Laying Hens- Cage Free** must be available on-site as a reference for all personnel in the facility."*
- *This notice is not required; however, this may be posted at each site as a reference for personnel.*

A current copy of the

American Humane Certified™ Animal Welfare Standards for Laying Hens- Cage Free

is available for download at:

www.HumaneHeartland.org/our-standards

Appendix B

Animal Welfare Standards
Audit Tool

American Humane™ Farm Program

American Humane Certified™

Laying Hens- Cage Free

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 American Humane 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

Audit Process & Scoring

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 (N/A). It is necessary to remove these N/A questions from the overall count. An example of this process is provided below:

a.) Total Points Possible			**b.) Total N/A's**	**c.) Adjusted Points Achievable**	**d.) Total Points Achieved**	**Overall Audit Percentage**
Items	Value	Points	Example	Example	Example	
5	50	250		250	250	
12	25	300	1 @ 10	300	300	
21	10	210		200	190	
46	3	138	4 @ 3	126	120	
A.) Total Points Possible		**=898**	**B.) Total N/A's** **=22**	**C.) Total Points Achievable = A. - B. = 898-22 = 876**	**D). Total Points Achieved** **=860**	**D./C. = Overall Audit Percentage** **Example= 860/876 =98%**

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 (N/A) audit items. Subtract the Total N/A'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
Farm Program

American Humane Certified™
Farm Data Form
Laying Hens- Cage Free

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

AUDITOR:	AUDIT DATE: From: To:	AUDIT SCORE:

LICENSE HOLDER:

PRODUCER:		LICENSE MANAGER:	
Address:		Email:	
City:		Office #:	
State:		Cell #:	
ZIP:		Alt #:	
Country:		Fax #:	

AUDIT FARM LOCATION:

AUDIT FARM:		FARM MANAGER:		STOCKPERSON:	
Address:		Email:		Email:	
City:		Office #:		Office #:	
State:		Cell #:		Cell #:	
ZIP:		Alt #:		Alt #:	
Country:		Fax #:		Fax #:	

PULLET SUPPLIER:		PROCESSOR (End of Flock):	
NAME:		NAME:	
Address:		Address:	
City:		City:	
State:		State:	
ZIP:		ZIP:	
Country:		Country:	
Contact:		Contact:	
Raised Cage free?:		Contact #:	

FARM DATA:

ALL AHC HOUSES ON-SITE:

Total No. AHC Houses On-site: _____

FOR AUDITED HOUSE ONLY:

Type of House:
- ❍ All Litter Barn
- ❍ Partially slatted Barn
- ❍ Multitier Aviary*

_____ *(*if appl. Manu/Model)*

- ❍ Other as described*

_____ *(*give short description)*

Type of Hens:
- ❍ White
- ❍ Brown
- ❍ Other as described*

_____ *(*give short description)*

No. of Hens Placed in House: _____

No. Hens Currently in House: _____

Audited Floor Space (ft²): _____
(sum of ALL usable area, excl. nest)

_____ *Actual (ft²)* vs. _____ *Req'd (ft²)*

Littered Floor Space (ft²): _____
(i.e. the sq. footage of the usable area noted above that has litter)

_____ *Actual %* vs. *15%* *Req'd %*

Type of Nest Provided:
- ❍ Colony
- ❍ Individual

Audited Nest (ft² or No.): _____

_____ *Actual* vs. _____ *Req'd*

Length of Qualifying Perch
Total Linear Perch (inches): _____
Total Qual. Floor Edge (inches): _____

_____ *Actual (in)* vs. ~~*6.0 in*~~ *Req'd (in)*

% elevated at least 16 inches: _____ *Actual (%)* vs. ~~*20%*~~ *Req'd (%)*

Other Notes: _____
(*enter ONLY if needed*)

Date of Population: _____
Date for De-Population: _____

Were pullets raised cage-free?
- ❍ Yes
- ❍ No

Conv. or Organic?
- ❍ Conventional
- ❍ Organic

Type of Outside Access, if Provided: *(select as noted)*
- ❍ N/A- not prov.
- ❍ Outdoor Run
- ❍ Other*

_____ *(*give short description)*

Total Available Outside Space (ft²): _____ _____ *ft² per hen* *(Only if applicable)*

Is Outside Access Rotated?
- ❍ No
- ❍ Yes*

_____ *(*If yes, give brief description of area available at any time, e.g. "1/2rotation ")*

Type of Feeder:
- ❍ Trough-style
- ❍ Pan
- ❍ Other OR Mix

Length OR No. of Feeders (inches or No.)
Double-sided Trough: _____
Single-sided Trough: _____
Perimeter/Round: _____
No. of Feeders*: _____
(**ONLY if needed, e.g. "52 feeder pans")*

_____ *Actual* vs. _____ *Req'd*

Type of Waterer:
- ❍ Nipple
- ❍ Trough
- ❍ Other OR Mix

No. of Nipples (No.): _____
No. of Waterers* (No.): _____
(**ONLY if needed, e.g. "362 bells")*

_____ *Actual* vs. _____ *Req'd*

Final Disposition of Spent Hens:
- ❍ On-Site Euthanasia
- ❍ Transport/ Humane Slaughter
- ❍ Other*

_____

(*Optional*) **Name of Marketing or Producer Group if under Forward Contract:**

List any Quality Assurance Programs Routinely Implemented:

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 eggs that affect the environment or safety of their product.*
- *Egg Producers have the ability to receive dual certification through the American Humane Certified program and the United Egg Producers (UEP) program by passing this audit. For the specific UEP requirements, refer to the UEP.*
- *If an outside company is used for other processes such as vaccinations, end-of flock disposition, 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 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. Auditor note: 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 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 hens 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 the template forms that are provided in Appendix B of the full **Animal Welfare Standards for Laying Hens- Cage Free**.

Company Policy & Employee Code of Conduct

The entire "M" section should be completed for all laying hens and company owned pullets.

		Selection	Score
M1	**Company Policy** 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: ❑ Emphasis of the company's commitment to providing an environment that promotes high standards of animal welfare; ❑ The company has implemented a "zero-tolerance" policy stating that kicking, throwing, yelling at, purposefully scaring, and other acts of abuse towards the hens or acts of neglect in the care of the hens will not be tolerated and, upon the discretion of the company, these actions are grounds for immediate dismissal; and ❑ The company has implemented an animal welfare "whistle blower" policy that protects employees who report animal welfare issues.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**
M2	**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: ❑ All personnel are expected to handle the hens 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 they perform their 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 hens all times, and corrective actions must be taken immediately and/or 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 or company protocol (such as an 800 number) for reporting incidences. Personnel must complete and submit this document or otherwise report whenever they observe incidents related to animal welfare that cause them concern.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**

M3	**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. ➢ *Auditor note: The owner/ operator or license manager may designate him or herself as the AWO.* ➢ *Auditor note:_____ Name/position of AWO*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

Office Records & Documentation

M4	**Records of Production** Comprehensive production records must be available for at least one year in electronic, graphic, or tabular form, recording performance parameters including but not limited to: ❑ Animal movement logs (dates for incoming and outgoing flocks); ❑ Weekly egg production and egg masses (for egg laying hens only); ❑ Numbers of mortalities (with reasons stated, if known); ❑ Numbers of cull birds (with reasons stated); ❑ Numbers of ill or injured birds (with reasons stated, if known); ❑ Feed intake and drinking water consumption; and ❑ Daily house temperature. Check if appropriate: ❑ House recording sheets are used as source records.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
M5	**Building Checklists** Records must be available for at least one year for each house with the following information for all previous and current flocks in that house, including: ❑ Total floor and tier area available, with usable area and nest area separated; ❑ Total number of birds placed in the house; ❑ Total numbers/ lengths and types of waterers and of feeders; ❑ Target air quality parameters including ammonia; and ❑ The lighting program and target light intensity.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

M6	**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: ❑ 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; ❑ Twice daily inspections of flocks and facilities, and records to be kept by responsible personnel; ❑ Daily inspections of equipment (especially feed and water systems), 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 of ventilation settings/ rates, any necessary adjustments (where applicable), and records of monthly ammonia readings; ❑ Description of lighting program, including quarterly readings of 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. ❑ If young laying hens are not granted continuous access to the litter area after being placed in the laying house, then the SOP must state that: • Housing doors are opened every day within 6 hours of the onset of the light period. • Young laying hens will be provided with continuous access to the laying area when 50% production is reached, but will not be confined overnight for more than four weeks after they are placed, whichever comes first. Note: SOPs for specific operations, where applicable, are noted later in the standards: ❑ Handling/ End-of-Flock Disposition & Transportation SOPs. ➢ *<u>Auditor note</u>: mark "Yes" if SOPs for miscellaneous activities and procedures are available; mark "No" if they are not.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

M7	**Emergency Response Plan** The Emergency Response Plan must be available at the main office. This plan includes: ❑ Emergency information and numbers, i.e. relevant information for responders about the site as needed, contact numbers for fire department, local utilities, etc.; ❑ 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. *Note: it is recommended to provide contact numbers for at least three responsible workers and/or family members when possible, and a predefined calling schedule to help ensure that all responsible parties may be contacted if necessary;* and ❑ Contingency plans and precautions to cope with severe events/ emergencies in order to safeguard the welfare of the birds, and the procedures to be followed by responsible personnel in these occurrences or by those discovering an emergency such as fire, floods, storms or other severe weather, interruption of power or water, interruption of supplies, etc. • *<u>Auditor note</u>: When barns are not located on the same property as the main office, Emergency Contact Information or the Emergency Response Plan must also be posted on the barn site. See E4.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

Animal Health Plan

M8	**Animal Health Plan** A written Animal Health Plan (AHP) must be available at the main office. This plan must include: ❑ Certification or proof that the AHP has been developed in consultation with the flock veterinarian: o The flock veterinarian must sign and date the AHP; and o The AHP must be regularly, at least yearly; ❑ 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; ❑ Dates of treatment; ❑ The types/route of administration and quantities of medications used; ❑ 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 flock veterinarian; ❑ 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; ❑ Therapeutic use is in conformance with the latest edition of the FDA ***Judicious Use of Antimicrobials for Poultry Veterinarians*** and complies with withdrawal periods; ❑ Records of any surgical procedures; ❑ Tolerance levels for overall flock performance; ❑ Causes of morbidity and mortality where known; and ❑ Targets for other aspects of flock health. ❑ 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. NOTE: Treatment must never be withheld to maintain an antibiotic-free production policy. Animals must be given appropriate treatment, including antibiotics, if prescribed by the flock veterinarian, regardless of antibiotic-free production policy.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**
M9	**Flock Performance Parameters** Flock Performance Parameters must be continuously monitored for indicators of disease common to laying hens or to production disorders. ❑ 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 below 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.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

M10	**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: ❑ Procedures to be followed in the event of an outbreak of abnormal behavior such as feather-pecking or cannibalism, including appropriate and immediate changes in the system of management; ❑ Management plans for the prevention of suffering from injuries, especially keel bone breaks, which include: ❑ the monitoring and assessment of daily inspection logs for culls 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 to handling procedures. *(Injury is described as damage severe enough for the formation of granular scar tissue or defective bones or joints, and to an extent significantly greater than would be caused by accidental bumps or scratches. Attention must be paid to foot lesions.);* ❑ Management plans/ practical measures for the prevention and control of external and internal parasitic infestations; ❑ The program adopted and followed for the reduction and control of organisms that cause food safety concerns (such as Salmonella).	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

Nutrition & Lighting Plans

M11	**Nutrition Plan** A Nutrition Plan must be available at the main office. This plan must include: ❑ Certification or proof that the diet has been developed in consultation with a qualified flock nutritionist or the flock veterinarian: ❑ The flock nutritionist/veterinarian must be identified by name. ❑ The plan must be reviewed periodically and updated. ❑ Demonstration that the diet conforms to the following requirements (such as a letter from the flock nutritionist/veterinarian or other evidence that confirms the following): ❑ The diet has been developed in accordance with guidelines provided by the most recently published National Research Council (NRC) standards; ❑ Growth hormones/ growth promoters are not used as additives to the feed in the stated formulation for the stated producer; and ❑ In-feed antibiotics or anti-parasitic agents are not used in the stated formulation for the stated producer, except and unless for therapeutic reasons as prescribed by an attending veterinarian and as documented in the Animal Health Plan.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

M12	The Nutrition Plan must also include: ❑ Specifications for a diet that is adjusted as appropriate to the hens' age and species/strain in order to promote balanced nutrition. ❑ Changes to the diet must be introduced gradually. ❑ Feed intake of the hens must be monitored when changing feed type to help ensure that the hens do not lose weight. ❑ The diet must include mineral supplements, including coarse calcium, which are provided in adequate quantity to sustain healthy bone strength for the laying hens. ❑ Hens with outdoor access must be provided with insoluble grit (composed of granite, quartz, or silica sand) at least once weekly to assist in digestion.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
M13	The Nutrition Plan must also include: ❑ Feed records that have been retained for at least one year, including: ❑ Identification of feed mills and whether a major or minor source of feed; ❑ Feed constituents/ feed concentrates (minerals/amino acids, etc.) used at each site.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
M14	**Lighting Program** The lighting system in houses must be designed and maintained to regulate a daily cycle for all hens. The lighting program for each house must be documented and light intensity must be tested quarterly with records on file. The lighting program must provide within each 24-hour period: ❑ A minimum continuous period of 8 hours of daytime light. ○ The daytime light levels must be an average minimum of 10 lux (1 foot-candle) at the head height of the hens throughout the house, excluding areas in the shade of equipment. ○ The daytime light levels must be an average minimum of 5 lux (.5 foot-candle) at the head height of the pullets throughout the house, excluding areas in the shade of equipment. ○ Patches of high intensity sunlight or artificial light must be avoided. ❑ A minimum period of 6 hours of continual darkness or the natural period of darkness, if less. (*Note: 'Darkness' refers to the substantial dimming of lighting to allow birds to rest.)*. A minimum of 4 hours of continuous darkness must be provided within each 24-hour period after 14 days of age for pullets. ➢ *<u>Auditor note</u>: Lighting and light intensity must also be evaluated on-site. See E17-E19; U4.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**

Biosecurity & Sanitation Plans

M15	**Biosecurity Plan, Structural /Access** The structural biosecurity plan must be available and include as a minimum: ❑ Description of and maintenance schedule for physical methods for discouraging pests, predators, and wild birds. ❑ Description of company biosecurity policies and procedures for employees; ❑ Description of the policies and procedures for the deterrence of unapproved visitors; and ❑ Descriptions of the policies and procedures for approved visitors including 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 compliance with the company policy on "downtime" i.e. time away from contact with other poultry. ➢ *Auditor note: The implementation of the structural biosecurity policies and procedures must be evaluated on-site. See E2.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
M16	**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 that provides shelter to pests and predators); ❑ Descriptions of policies and procedures for the deterrence and control of pests and predators, maintenance schedules and personnel responsible for baiting and trapping, etc.; ❑ The removal of feed sources and the protection of bulk feed and water supplies to reduce the attraction of pests, rodents, mold, etc.; ❑ The protocols for personnel working with older flocks to limit contact with pullets; and ❑ The provision and maintenance of protective clothing, foot baths, and/or shower facilities for workers, where appropriate. ➢ *Auditor note: The implementation of the operational biosecurity policies and procedures must be evaluated on-site. See E3.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
M17	**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 end-of-flock disposition and restocking; and ❑ When recommended by the flock veterinarian, houses must be tested negative from infectious agents as specified in the Animal Health Plan.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
M18	**Waste Disposal Plan** Each farm must maintain a Waste Disposal Plan that 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.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

SOPs for Exterior Access

*The **American Humane Certified™ Animal Welfare Standards for Laying Hens- Cage Free** provide specifications for different types of cage free production systems, including those where the birds have access to the exterior. If the production system provides the hens with access to the exterior, the following guidelines must be met.*

M19	Where hens have access to the outside, Exterior Access SOPs must be available and include as a minimum:
	❑ Inspection of the hens and the outdoor facilities, conducted twice daily as a minimum;
	❑ Maintenance of required shade and where provided screening to deter predators, rodents, and wild birds; and
	❑ Schedule for when hens have access to the exterior, i.e. daily procedures for opening/ closing exits from the house (pop holes):
	  ❑ A company policy must be available that describes the weather conditions for which the birds are provided exterior access, as well as the conditions for which the birds are secured in the house.
	  ❑ The birds must be provided access to the outdoor areas for a minimum of 8 hours daily during daylight hours, weather permitting. All exit areas must normally be open during this time, except when precluded by inclement weather conditions.
	  ❑ Protection must be provided from predators and wild birds, and birds must be closed in the house at night, when the outside temperatures are excessively cold or hot, and when other adverse weather conditions are expected. *Note: Under situations of high risk for avian influenza or other highly pathogenic infectious diseases, birds can remain indoors as recommended by the veterinarian.*
	❑ *(Select the following if applicable)* If a dust-bathing environment for hens is provided outdoors, the SOPs must describe the provision and maintenance of a suitable substrate for dust-bathing, with access allowed for at least 4 hours every day;
	Where access is provided, outdoor runs:
	❑ Must be provided at rate appropriate for the flock population that allows for effective management of pathogenic contamination and maintenance of vegetation and/or other ground surfaces;
	❑ Must be provided with perimeter fences and as appropriate cover/ screening to discourage contact with predators, rodents, and wild birds; and
	❑ Must be provided with natural or artificial shade to accommodate the number of birds in the exterior, allowing them to spread out;
	❑ Must be maintained with active management to remedy damaged or sodden ground and must be managed to permit vegetation to regrow as the climate allows in order to provide an appropriate cover of living vegetation;
	❑ The area near the house must be carefully designed and managed to help ensure that it is well-drained to limit mud and damaged ground (*surfaces such as gravel should be considered in these areas*).
	➢ *<u>Auditor note</u>: Where birds are provided access to the exterior, the physical condition of the exterior space must be evaluated on-site. See E28-E29.*
		❍ **Yes**
		❍ **No**
		❍ **N/A**
			__ /10

Catching & Handling SOPs

	Catching and Handling SOPs must be available and focus on maintaining high standards of animal welfare during end-of-flock disposition. (See “End-of-Flock Disposition” section.)	***Refer to “End-of-Flock Disposition” Section for Scoring***	**- / -**

Transportation & Processing Plant SOPs

	Transportation and Processing Plant SOPs must focus on maintaining high standards of animal welfare during loading, transport, unloading, shackling, stunning, and bleeding. (See “Transportation” and “Processing” sections.)	***Refer to “Transportation” and “Processing” Sections for Scoring***	**- / -**

Records of Stockperson Training

The continuing education of personnel who have day-to-day contact with the hens 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.

M20	**Training Documentation** *Note: applies to <u>all training</u> in this section "Records of Stockperson Training"* Documentation must be available confirming that personnel are 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. ❑ Training may include videos, manuals, classroom settings, online instruction, etc. ❑ Training must include review of the company SOPs, the ***American Humane Certified Animal Welfare Standards***, and 'hand's-on' experience and evaluations. ❑ Training records must clearly define what is expected of each stockperson so that each is fully aware of their 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, specialized training, etc.) as well as the training date.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
M21	**Training for All Stockpersons** Prior to being given responsibility for the welfare of the hens, all stockpersons must be properly trained. As a minimum, the training program for all stockpersons in direct contact with the hens must include: ❑ Knowledge of the normal behavior of hens and of the flock, the ability to recognize the signs of good health and welfare and the ability to identify potential problems as early as possible; ❑ Knowledge of the proper way handle animals in manner that minimizes unnecessary stress to the birds; ❑ Recognizing the signs of abnormal behavior and fear; ❑ Recognizing deviations from normal flock activity; ❑ Understanding the physical and environmental requirements for hens; ❑ Possessing a basic knowledge of common diseases, illnesses, and injuries, and know when responsible personnel must be notified; ❑ Understanding the factors that affect litter condition (i.e. moisture, nitrogen content, and slippery, caked litter), and identifying welfare problems associated with poor litter management (e.g. burnt hocks, paw lesions, etc.); and ❑ Knowing the procedures to be followed in the event of an emergency, i.e. the Emergency Response Plan.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

M22	**Specialized Training of Stockpersons** Documentation must be available for the training of stockpersons to perform specialized duties, with emphasis on animal welfare, optimizing health, and minimizing pain and distress to the birds. Prior to performing procedures that have the potential to cause suffering (e.g. injections and approved beak-trimming), 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: ❑ Specific training in the correct procedures for performing inspections of the hens; identifying which hens 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; o Sick hens must be treated immediately, and any hens suffering from injury such as open wounds or fractures, or from prolapse of the vent, must be segregated and treated without delay, or if necessary, humanely euthanized. ❑ Specific training and certification of the stockpersons' proficiency in approved techniques for euthanasia; and ❑ Specific training and orientation for stockpersons responsible for any equipment on which the hens depend, including: o recognizing normal operation of the equipment; o operating the equipment competently (e.g., heaters, lighting, ventilation, flaps/fans); o carrying out routine maintenance to help ensure that the equipment is kept in good working order; o recognizing common signs of malfunction; and o carrying out any actions in the event of failures.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
M23	**Training of On-Farm Crews** The training of on-farm personnel, such as catching and transport or euthanasia crews, must be documented, and all members of these crews must be provided full, detailed, written instructions. Training includes Catching & Handling, Transport, and/or Euthanasia protocols.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
M24	**Training of Outside Workers** The training for crews outside the producer's control (crews performing beak-trimming, vaccination crews, end-of-flock disposition crews, transport crews, etc.) must be documented to certify 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 care as company employees. All outside workers must sign and date the company "Employee Code of Conduct" as described in M2, or a similar code of conduct.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

Inspections of Hens

M25	**Routine Inspections** Records must be on file in the house for a minimum of one year showing that the hens and facilities (including outside areas, where provided) are inspected a minimum of twice daily. These records must: ❑ Identify the person performing the inspection, and the time (AM/PM) and date of the inspection; ❑ Note the numbers of mortalities with reasons stated, if known; and ❑ Note the numbers of culls, with reasons stated. ➢ *The stockperson performing the inspections must proceed in a careful, deliberate manner to avoid frightening the hens unnecessarily, i.e. by making loud noises, sudden movements, etc., and must follow a path that allows them to see all of individual hens in the house.* ➢ *During inspections or at any other time, if any bird is found to be in severe pain or is suffering from severe sickness or injury then the bird must be immediately euthanized by qualified personnel.* ➢ *Mortalities found during inspections or at any other time must be removed as soon as possible after discovery and carcasses disposed of properly.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

Inspections & Maintenance of Equipment

M26	**Equipment Inspections** Manual or automatic equipment that is essential to hen welfare, such as waterers, feeders, and fans must be inspected on a daily basis Stockpersons must also perform routine, scheduled maintenance as defined in the SOPs. Where a defect is found (whether on inspection or at any other time): ❑ It must be repaired immediately, and records must be kept of the nature of the defect and how the defect was rectified; or ❑ If the defect cannot be repaired immediately, records must be kept of the nature of the defect and must show that measures as specified in the SOPs were followed in order to safeguard the hens from suffering unnecessary pain or distress as a result of the defect. Records show that these measures were maintained until the defect was repaired. ❑ Routine maintenance must be performed per the equipment manufacturer's recommendations, with records kept. ❑ Where used, shock wires (such as in the corners of houses) must be set to cause no more than momentary and minor discomfort to the birds.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
M27	**Inspections 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; and ❑ Water lines are flushed between flocks.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

M28	**Inspections of Auxiliary Power Supply** ❑ Records must be kept showing that the auxiliary power supply (such as a standby generator), is tested weekly and- unless recommended otherwise by the manufacturer- under load, with the outcome of the test documented. ❑ Records must show that the auxiliary power supply is available and has sufficient capacity to operate critical equipment such as fans, feeders, waterers, for the duration of the outage. ➢ *Auditor note: An Auxiliary Power Supply is not required at sites that rely on manually operated equipment. Where it is required, the auditor must confirm that the Auxiliary Power Supply is available on site and functional. See E11.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
M29	**Inspections of Alarm Systems** ❑ 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 these alarm systems are operational even if the principal electricity has failed. *Alarm systems for controlled environment houses 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.)* ➢ *Auditor note: For controlled environment houses, the auditor must confirm that alarm systems are available on site and functional. See E12.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
M30	**Ventilation & Environmental Controls** For controlled environment houses: ❑ Maximum and minimum temperatures must be monitored and recorded daily. ❑ Ventilation equipment must be checked daily and maintained for proper operation, with records kept. ❑ 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.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

M31	**Monitoring of Ammonia Levels by Producer** Records must be available showing: ❑ Results of tests of ammonia levels, measured monthly by or on behalf of the producer at the height of the hens at multiple locations in the house, which are ideally less than 10 parts per million (ppm) but must not exceed 25 parts per million. ❑ If a monthly ammonia test result was 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, the records must show that ammonia testing was performed daily 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. Ammonia levels are to be maintained at less than 10 ppm wherever possible.* ➢ *Auditor note: Air quality and ammonia levels must be evaluated on-site on the day of the audit. See E13-E16.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**
M32	**Litter Maintenance Plan** The SOPs and training manuals must have a section detailing proper maintenance of litter. Litter must: ❑ Allow birds to dust bathe and forage freely; ❑ Be managed and maintained in a dry, friable condition; ❑ Be good quality and of a suitable material and particle size; ❑ Be provided at a depth appropriate for the dilution of feces (*recommended to be at least 2 inches in depth of dry litter to allow birds to get to the bottom and move the litter around*); and ❑ Be topped (fresh litter must not be placed on top of caked litter.) Also: ❑ Litter must not be wet, infested with insect pests, or otherwise harmfully contaminated; ❑ Litter that is wet or otherwise contaminated must not be introduced into the house; and ❑ Wet litter resulting from accidental flooding must be replaced as soon as practical. ➢ *Auditor note: Litter must be evaluated on-site on the day of the audit. See E21-E22.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

Molting Policy

M33	**Molting Policy** Hens must not be induced to molt by withholding feed and/or water. ➢ *Auditor note: select only as appropriate:* ❑ Flocks are not induced to molt. (*If flocks are not induced to molt, select this bullet, skip remaining bullets, and mark as "Yes" to this audit item. Otherwise, leave unselected and proceed to next bullet.*) **OR** ❑ Flocks are induced to molt. ❑ Methods for inducing a molt must not include the withholding of feed and/or water and must meet current recommendations for non-feed and non-water withdrawal molting per the American Veterinary Medical Association (AVMA). ❑ Records must be kept of any molting program, and must show that only methods in accordance with the AVMA were used. ➢ *Auditor note: if only raising pullets, mark as N/A.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
M34	**Mortality Levels During Non-Feed/ Non-Water Withdrawal Molting** If the mortality level within a house is in excess of 0.5% in 24 hours for three successive days during the non-feed/ non-water withdrawal molting, a veterinary investigation must be made to determine the cause and if necessary to remedy the problem. ➢ *Auditor note: if only raising pullets, mark as N/A.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

Backfilling Policy

M35	Flocks must not be back-filled to replace mortalities without prior approval from the American Humane Certified program. ➢ *Auditor note: select only as appropriate:* ❑ Flocks have NOT been back-filled. (*If flocks have NOT been back-filled as confirmed by a review of records, select this bullet, skip remaining bullets, and mark as "Yes" to this audit item. Otherwise, leave unselected and proceed to next bullet.*) **OR** ❑ Flocks have been backfilled. ❑ Documentation is available confirming that the specific instance of back-filling was reviewed and approved by the American Humane Certified program. *Note: back-filling will only be considered for approval for extreme events such as a natural disaster, disease, or other catastrophes.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

Beak-Trimming Policy

M36	Outbreaks of injurious feather-pecking and cannibalism are possible in cage free systems, and this harmful behavior may quickly affect a considerable proportion of the flock if not addressed. For this reason, though the practice of beak-trimming/tipping is undesirable, it is permitted only as a preemptive measure to mitigate the risks of injurious feather-pecking and cannibalism if beaks are left intact. ➢ *Auditor note: select only as applicable*: ❑ Beak-trimming/tipping is NOT performed routinely on the birds, either at the hatchery, or on-site. (*If true, select this bullet, skip the following bullets, and mark "Yes" to this audit item. Otherwise, leave blank and proceed to the next bullets.)* **OR** ❑ Beak-trimming/tipping is performed routinely on the birds. Where this is the case, the producer must have a Beak-Trimming Policy that states: ❑ Beak-trimming/ tipping may only be performed where there is a concern about cannibalism. Beak-trimming/ tipping must not be performed to prevent feed wastage. ❑ Where performed, the pullets' beaks should be tipped, i.e. blunted, where possible. Otherwise, beak-trimming must remove no more than 1/3 of the upper and lower beaks, as measured from the tip to the entrance to the nostrils. ❑ Pullets 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. ❑ Pullets that were recently trimmed/ tipped must not be exposed to other high-stress procedures such as transport or vaccination. *Note: it is recommended that Vitamin K and C are added to the water before and after beak-trimming, and that the hens are provided with additional feed 1 week following.* ❑ (*Select only if applicable)* If pullets are sourced from a hatchery that performs the beak-trimming/ tipping: ❑ Beak-trimming/ tipping must be performed within the first 24 hours of life using infrared laser equipment; and ❑ Documentation must be available from the hatchery confirming that beak-trimming/ tipping was performed by trained personnel using the proper equipment and per all requirements detailed in this Beak-Trimming Policy. ❑ *(Select only if applicable)* If performed on-site: ❑ Beak-trimming/ tipping must be performed only by trained 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. ❑ Beak-trimming/ tipping must be performed no later than 10 days of age by the use of a machine with a blade and cauterizer, to minimize pain and stress. ❑ Beak-trimming on older birds, including 'touch-up' trimming, must not be performed as a matter of course. *Note: The producer should take care when selecting birds to avoid genetic strains with undesirable traits, particularly aggressiveness and a tendency to feather peck.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**

M37	**Action Plans for Deterring Injurious Feather-Pecking and Cannibalism** The producer must have plans in place to discourage the spread of injurious feather-pecking and cannibalism. If outbreaks of injurious feather-pecking and cannibalism. do occur: ❑ Methods to discourage the spread of injurious feather-pecking and cannibalism must be conducted without delay. ❑ Artificial appliances (such as blinkers attached to the beak or nostrils, or contact lenses) designed to stop injurious feather-pecking and cannibalism must not be used. ❑ The producer must notify the American Humane Certified™ program that the problem exists and must explain the steps that the producer proposes to take in order to mitigate the problem, and the producer must provide regular updates to the American Humane Certified program regarding the success of the mitigation. ❑ Methods should include removing the offending birds if they are identifiable and segregating injured birds as first steps, followed by reducing light levels and providing distractions/ enrichments to the birds and/or providing additional perches or panels so that subordinate hens can retreat. ❑ If these measures still do not mitigate the problem, the producer must contact the American Humane Certified™ program for additional recommendations. **<u>The American Humane Certified™ program will not consider beak-trimming of older birds except as a method of last resort if other measures fail.</u>**	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

Euthanasia Policy

M38	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.
	
	A Euthanasia Policy must be available that includes provisions for humane and timely, routine and emergency, euthanasia. This policy must include:
	
	❑ Only properly trained farm personnel or the flock veterinarian are to perform euthanasia.
	❑ Training records that 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 must 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 must 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 birds 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 or more of the following approved methods of on-farm euthanasia *(select as appropriate):*
	  ❑ 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.
	  ❑ Appropriately sized captive bolt euthanasia.
	  ❑ Carbon dioxide, or other approved 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 bird has been properly euthanized. If necessary, the same method or an alternate method must be performed immediately to help ensure that the bird 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 birds euthanized, and the procedure used.
	❑ Routine, on-farm disposal of flocks at the end of the production cycle must meet the requirements of this section. See "End-of-Flock Disposition" section.
	❑ Procedures for the 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 bird.
		❍ **Yes**
		❍ **No**
		❍ **N/A**
			__ /50

On-Farm/ Feed & Water

Hens must be free from unnecessary hunger, thirst and malnutrition by being provided with a wholesome diet and continuous access to fresh water and a diet that maintains full health and promotes a positive state of well-being. Feed and water must be distributed in such a way that the hens can eat and drink without undue competition.

Feed

The entire "FW" section should be completed for all laying hens and company owned pullets, except where indicated.

		Selection	Score
FW1	**Feed Access & Feed Space** ❑ The hens must be fed a wholesome diet that is fed to them in sufficient quantity to maintain them in good health and to satisfy their nutritional needs. The hens must have unrestricted, daily access to feed, except prior to end-of-flock disposition or as required by the flock veterinarian. ❑ Per each hen, there must be a minimum of: *(select only as applicable)* ❑ 1.5 linear inches of feed trough when double-sided straight troughs are used; and/or ❑ 3.0 linear inches of feed trough when only one side of trough is accessible; and/or ❑ 1.5 perimeter inches of circular feeder space when round pans are used. ➢ *Auditor note:* _____ Calculated linear inches per bird (e.g. *"1.51 inches DS trough"*) ➢ *Auditor note: if auditing a pullet house, mark as N/A and complete U13.*	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/50**
FW2	Feed must be fresh and not left in a contaminated (i.e. moldy, wet, soiled with rodent feces, etc.) or stale condition.	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/3**
FW3	**Even Distribution of Feed** The hens must not have to travel more than 26 feet in the house to reach feed. *Note: Feed must be distributed evenly throughout the housing system to minimize competition among birds. Particular attention must be given to the provision of feed in areas frequented by subordinate hens.*	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/3**

Water

FW4	**Water Access & Waterers** ❑ The hens must have continuous access to an adequate supply of clean, fresh drinking water at all times. ❑ Waterers must be provided at the following minimum rates: *(select only as applicable)* ❑ 1 nipple per every 10 hens *(i.e. no more than 10 hens per nipple*); and/ or ❑ 0.5 inches of trough space per hen when both sides of the trough are accessible; and/ or ❑ 1.0 inches of trough space per hen when only one side of the trough is accessible; and/ or ❑ 0.4 perimeter inches of space per hen when round drinkers are used, OR per manufacturer's specification for bell-type drinkers. ➢ *Auditor note:* _____ Calculated waterer per bird (e.g. *"1 nipple per 9.8 birds"*) ❑ Waterers must be placed at optimum height (per manufacturer's guidelines) for the size and age of the birds and must be of an appropriate design. ❑ At the time of the audit, no more than 10% of waterers may be inoperable. *Note: Where new drinking systems are being installed, no open water systems are to be used that allow water spillage and soaking of litter.* ➢ *Auditor note: if auditing a pullet house, mark as N/A and complete U14.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /50**
FW5	**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.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
FW6	**Even Distribution of Water** The hens must not have to travel more than 26 feet to access a drinking point. *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. Particular attention must be given to the provision of water in areas frequented by subordinate hens.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

On-Farm/ Environment

The environment must take into account their welfare needs and provide the best husbandry approaches; 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 hens must be protected from unnecessary pain, injury, and disease and their environment must be conducive to good health.

Buildings

The entire "E" section should be completed for all laying hens and company owned pullets, except where indicated.

E1	A copy of the current ***American Humane Certified™ Animal Welfare Standards for Laying Hens- Cage Free*** must be available on-site in either written or electronic form as a reference for all stock-keepers/ workers in the facility.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
E2	**Auditor Evaluation of Biosecurity, Structural/Access** Structural biosecurity must be evaluated by the auditor onsite: ❑ Physical methods for the deterrence of pests, predators, and wild animals must be in place. *(May include elements such as: perimeter fencing, overhead netting in yards, screening of drains/vents/ openings, etc.);* and ❑ Physical methods/ controls for approved visitors and the deterrence of unapproved visitors must be in place, including: ❑ Signs posted at the farm and/or house entrances that provide instructions and information for farm personnel and approved visitors regarding biosecurity procedures; ❑ Property gates and/or secured houses and/or other physical methods to restrict entry; 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 compliance with the company policy on 'downtime', i.e. time away from contact with non-farm birds.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
E3	**Auditor Evaluation of Biosecurity, Operational** Operational biosecurity must be evaluated by the auditor onsite: ❑ The vegetation adjacent to surrounding buildings in outdoor areas must be in a short and tidy condition within at least 24" from the house; ❑ Pest control methods such as baiting and trapping must be in place and functional; ❑ Bulk feed and emergency water sources must be covered and protected, and other potential attractants of pests, rodents, mold, etc. must be removed (i.e. open trash cans with food waste or other items not necessary to the operation of the house); and ❑ Protective clothing, foot baths, and/ or shower facilities for workers and approved visitors must be provided, where appropriate.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

E4	**Emergency Contact Information (or Emergency Response Plan)** Emergency Contact Information or the Emergency Response Plan must be posted at the entrances to all houses or at an on-site central location, with the exception that emergency information may be posted at a central office or the main office if the office is <u>located on the same site</u> as the facility. This must include: ❑ Emergency information and numbers, i.e. relevant information for the responders about the site as needed, contact number for fire department, local utilities, etc.; ❑ 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. *Note: it is recommended to provide contact numbers for at least three responsible workers and/or family members when possible, and a predefined calling schedule to help ensure that all responsible parties may be contacted if necessary;* and ❑ Contingency plans and precautions to cope with emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by those discovering an emergency such as fire, floods, storms or other severe weather, interruption of power or water, etc. • *<u>Auditor note</u>: If the house is located on the same property as the main office, Emergency Contact Information or the Emergency Response Plan may be posted at the main office instead of the house. See M7.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
E5	The physical environment must take into consideration the safety of the hens, including but not limited to: ❑ There must be no sharp edges, projections, protrusions, damaged partitions, etc. that are likely to cause injury or distress to the birds.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
E6	Electrical equipment must be: ❑ Inaccessible to the birds; ❑ Well-insulated and properly grounded; and ❑ Safeguarded from rodents.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
E7	With the exception of insecticidal preservatives, the birds must have no possibility to come into contact with paints, wood preservatives, disinfectants, or other toxins.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
E8	Where used, euthanasia equipment must show no obvious signs of neglect, i.e. rust, dirt and grime, and must be stored in a secure location protected from the elements.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
E9	Housing and equipment must be designed so that the hens can be readily inspected during daily observations.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
E10	❑ The house design must allow effective cleaning to prevent the significant buildup of parasites and other pathogens. ❑ Internal walls must be smooth, and constructed of a durable material capable of withstanding cleanout procedures.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

Auxiliary Power & Alarm Systems

E11	**Auditor Evaluation of Auxiliary Power Supply** An auxiliary power supply, such as a standby generator, must be available and functional. • *Auditor note: An auxiliary power supply is not required at sites that rely on manually operated equipment. Otherwise, a stockperson must demonstrate to the auditor that the auxiliary power supply is available and functional.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
E12	**Alarm Systems** For controlled environment houses, alarm systems (audible & remote) must be installed, functional, and operate even if the principal electricity has failed. • *Auditor note: For controlled environment houses, a stockperson must demonstrate that the alarm systems are available and functional.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

Thermal Environment & Ventilation

E13	The hens must be maintained in a thermally comfortable environment at all times. ➢ *Auditor note: The hens must not show signs of being too cold or too hot.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
E14	**Automatic Ventilation Systems** Where automatic ventilation systems are used, there must be: ❑ 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 not) which, in the event of such a failure of the ventilation system, will provide adequate ventilation so as to prevent the birds from suffering unnecessary distress as a result of the failure.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
E15	**Side Curtains** (select as applicable) ❑ If automatic side curtains are installed, these must open automatically in the event of power failure or high temperature, with record of doing so. Automatic side curtains must be functional and tested. ❑ If manual side curtains are installed, the SOPs must require the side curtains to be opened manually in the event of an emergency condition (high temperature, etc.)	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
E16	**Auditor Measurements of Ammonia Levels** Ammonia levels, measured at the height of the animals at multiple enriched colony units in the house, must ideally be less than 10 parts per million and must not exceed 25 parts per million. ➢ *Auditor note: Measure ammonia levels at the height of the hens at a minimum of 5 random locations in the house. No location may exceed 25 ppm.* _____ Measured maximum ammonia in PPM (must be ≤ 25 ppm) _____ Average house ammonia in PPM	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**

Lighting

E17	**Auditor Evaluation of Lighting** Light levels as measured by the auditor must provide an average minimum illumination of 10 lux (1 foot-candle) throughout the hen house. • *Auditor note: the light levels must be checked at the level of the hens at a minimum of 5 random locations throughout the house and the results averaged. Locations that are in the shade of equipment should not be included in the sampling.* _____ Measured average light level in foot-candles ➢ *Auditor note: if auditing a pullet house, mark as N/A and complete U4.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**
E18	Patches of high-intensity artificial or natural light must be avoided in a house. Artificial lights must be located throughout the house to cast light evenly.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
E19	Adequate lighting, whether fixed or portable, indoors or outdoors, must be available to enable the hens to be thoroughly inspected at any time.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

Space Allowance & Density Rates

All hens must have sufficient freedom of movement to be able to stand normally, turn around, and stretch their wings without difficulty. They must have sufficient space to be able to perch or sit quietly without repeated disturbance.

E20	**Space Allowance in Indoor Housing** For the purposes of calculating allowable hen density rates, usable floor area shall include the main floor and litter area, plus any elevated floor areas/ tiers with at least 17.7 inches (45 cm) of clear headroom underneath, but shall exclude nest areas and any outside area, if applicable. *(select only as applicable)* ❑ In a house with an all-litter floor, a minimum space allowance of 1.5 square feet per hen must be allocated to allow performance of normal behavior and the natural clustering of hens. ❑ In a partially-slatted house with a perching/roosting area over a droppings pit/belt, and for multi-tier systems, a minimum space allowance of 1.0 square foot per hen to allow performance of normal behavior. Given that these systems provide usable vertical space for the hens to access, the hens in these systems have more space to move around than those in all-litter floor systems. ➢ *Auditor note:* _____ Calculated square feet of usable area per hen (*e.g. "1.23 sf per hen")* ➢ *Auditor note: if auditing a pullet house, mark as N/A and complete U7.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /50**

Floor & Litter

E21	Hens must have access at all times to a well-maintained litter/ scratch area within the house. ❑ A minimum of 15% of the total usable area of the house (excluding nest space) must be devoted to litter area. ❑ Litter must be of a proper substrate to allow for dust-bathing. ❑ Litter that is wet, infested with parasites, or otherwise harmfully contaminated must be immediately removed and replaced. ❑ Litter that is wet or otherwise contaminated must not be introduced into the house. ➢ *Auditor note:* _____ Percentage of litter (ratio of litter to total usable area including litter) in house. ➢ *Auditor note: if auditing a pullet house, mark as N/A and complete U2 and U3.*	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/25**
E22	**Auditor Evaluation of Litter/ Litter Squeeze Test** Litter must be maintained in a dry and friable condition. Litter quality must be evaluated by the auditor in at least three random locations. • *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.*	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/25**

Nest Areas

E23	Nests must be provided to the laying hens (select and complete as applicable): ❑ If colony nests are installed: • Requirement: at least 9 ft^2/ 100 hens (.09 ft^2 hen). • Actual: _____ ft^2/ hen. ❑ If individual nest boxes are installed: • Requirement: 1 nest/ 5-7 hens. • Actual: _____ nest/hen. ❑ Nest boxes must provide curtains and/or dividers for privacy. ❑ Nest boxes must have a floor substrate that encourages nesting behavior. The bottom can be lined with various materials including artificial grass mats, rubber mats, plastic nest pads, or litter. Wire floors or plastic-coated wire do not meet this requirement. ❑ Nests must be maintained in a clean condition. ➢ *Auditor note: if auditing a pullet house, mark as N/A.*	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/50**
E24	Entry perches or slatted ramps must be present and in good repair to allow use of all available nests. ➢ *Auditor note: if auditing a pullet house, mark as N/A.*	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/3**

Multi-tier Systems

E25	Systems are considered to be 'multi-tier' when elevated platforms are included in the usable area calculations, and when the areas of the elevated platforms are 55% or more of the area of the main floor (excluding nest). For multi-tier systems, the following standards must be followed: ❑ Feeders and waterers must be provided at the elevated areas, at a rate proportional to the total elevated area. ❑ Elevated tiers must be equipped with manure belts or must be located to reduce soiling of hens below. ❑ Clear head height between tiers (i.e. distance from top of floor below to the underside of the droppings belt above) must be at least 17.7 inches (45 cm). ❑ Maximum distance from top of floor to top of next tier must not exceed 39.4 inches (100 cm). ❑ Tiers must be arranged so that hens do not need to descend at an angle steeper than 45 degrees from tier to tier. ❑ For young laying hens *not* granted continuous access to the litter area after being placed in the laying house: • Housing doors must be opened every day within 6 hours of the onset of the light period. • Young laying hens must be provided with continuous access to the laying area when 50% production is reached, but must not be confined overnight for more than four weeks after they are placed, whichever comes first.* *Note: Where tiers are arranged adjacent to one another, the horizontal spacing between these adjacent tiers must be such to allow the hens to traverse the gap easily, without an increased risk of injuring themselves. Therefore, it is recommended that the horizontal spacing between adjacent tiers is less than 31.5 inches (80 cm).* *To reduce the risk of the birds injuring themselves, the system design should be modified if necessary e.g. by decreasing the spacing between adjacent tiers or by adding panels to discourage movement between adjacent tiers.* *There are currently no scientific studies that support a specific time limit for temporary confinement of young laying hens when being transferred into a cage free production house. The American Humane Scientific Advisory Committee, however, considers that temporary overnight confinement of young laying hens in cage free systems at the start of the laying cycle can, if used judiciously, have a beneficial effect by enabling the young hens to learn to use the nest boxes in order to prevent problems with floor-laid eggs. Further studies may provide more clarity on this issue and, as is the case with all American Humane standards, the Scientific Advisory Committee will review new information as it becomes available. ➢ *Auditor note: if auditing a pullet house, mark as N/A.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

Perches

E26	Perches must be provided as noted: ❑ Linear perches (such as plastic or steel dowels) must be provided. There must be at least 6 linear inches per hen. (The alighting rail immediately in front of the nest boxes may be included.) ❑ Perches must be sized to allow the hens to grasp the roost effectively *(from1 to 1 ¾ inches (25 to 45 mm) in width/ diameter).* ❑ (*Select if applicable*) If the edge of an elevated floor/ tier is of an appropriate size as noted above (the hens are able to grasp the floor edge to roost effectively) then the floor edge itself may be counted towards satisfying the perch requirement. ❑ Other than floor edges as noted above, perches must be elevated above the adjacent floor surface. *(Note: supports for the elevated perch must lift the bottom of the perch at least 1" (2.5 cm) above the adjacent floor surface. Perch supports must be spaced to avoid excessive defecation when the hens are roosting on the perch.)* ❑ At least 20% of the required perches must be raised higher to allow hens to evade aggressors (16 inches (40.5 cm) to 39.4 inches (100 cm) above the adjacent floor). ❑ All perches must be located at least 12 inches (30 cm) measured horizontally from the wall or from adjacent perches. ❑ There must be at least 9.5 inches (24 cm) of clear height above perches with the exception of perches over internal feed troughs, which may have a minimum of 7.9 inches (20 cm) of clear head height above. Perches with reduced clearance must not exceed 50% of the total perch requirement. ❑ In multi-tier systems, linear perches must be immediately accessible to the birds at the level of the elevated tiers. These linear perches must be provided at a rate proportional to the area of the elevated tier. ➢ *<u>Auditor note</u>:* _____ Calculated linear perch per hen *(e.g. "6.1 inches per hen")* ➢ *Auditor note: if auditing a pullet house, mark as N/A and complete U8-U10.*	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/10**
E27	Additionally, perching surfaces must: ❑ Have a gap of no less than 0.5 in. on either side of any perch to allow hens to grip the perches without risk of trapping their claws; ❑ Be of non-slip material and shall have no sharp edges; and ❑ Be of an easily cleaned, non-porous material that doesn't harbor parasites. ❑ If tubes are used for perches, they must be solid or capped on the ends. ➢ *Auditor note: if auditing a pullet house, mark as N/A and complete U8-U10.*	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/3**

Auditor Evaluation of Exterior Access

*The **American Humane Certified™ Animal Welfare Standards for Laying Hens- Cage Free** provide specifications for different types of cage free production systems, including those where birds have access to the exterior. If the production system provides the birds with access to the exterior, the following guidelines must be met*.

E28	**Exterior Access** For all types of exterior access, the following minimum guidelines must be met. <u>Outdoor Runs (*Porches/ etc.*)</u> Where access is provided, outdoor runs: ❑ Must be provided at rate appropriate for the flock population that allows for effective management of pathogenic contamination and maintenance of vegetation and/or other ground surfaces; ❑ Must be provided with perimeter fences and as appropriate cover/ screening to discourage contact with predators, rodents, and wild birds; and ❑ Must be provided with natural or artificial shade to accommodate the number of birds in the exterior, allowing them to spread out; ❑ Must be maintained with active management to remedy damaged or sodden ground and must be managed to permit vegetation to regrow as the climate allows in order to provide an appropriate cover of living vegetation; ❑ The area near the house must be carefully designed and managed to help ensure that it is well-drained to limit mud and damaged ground (*surfaces such as gravel should be considered in these areas*). ➢ <u>*Auditor note*</u>*: Where birds are provided access to the exterior, the physical condition of the exterior space must be evaluated on-site.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**
E29	**Exit Areas to the Outside (Pop holes)** Exit areas to the outside: ❑ Must be evenly distributed across any building walls that have openings to the exterior, with a minimum of two openings. (*Note: for a typical long barn, exits to the exterior are not required on the short end walls. Exits should be provided on the long side walls facing the provided exterior spaces)*; ❑ Must be provided at an adequate rate to help ensure the free movement and ready, unrestricted access of birds into and out of the house and limit undue crowding of birds around the openings; and ❑ Must be a minimum of 13.8 inches high by 15.8 inches wide (35 cm by 40 cm) to allow the passage of more than one hen at a time.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

Pullets

A pullet is defined as a hen up to 16-18 weeks of age before being moved to laying hen housing. For company-owned pullets, complete the entire "U" section. For contracted or sourced pullets, complete U1 and mark U2-U15 as N/A.

U1	Pullets must be reared in a system that offers the same environmental complexity or opportunities as the layer house where they will be housed, except nesting areas (i.e. cage-free pullets for cage-free laying hen housing). Select all that apply: ❑ At least one elevated tier for pullets moving into a multi-tier system ❑ Perches ❑ Similar feeding and water system	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**
U2	Pullets must be provided access to the floor and all other components (e.g. perches, elevated tiers, etc.) of the barn by six weeks of age.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
U3	Pullets must have access to litter by six weeks of age, where at least 15% of the usable area (excluding nest space) is covered with litter.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
U4	The lighting system must provide an average minimum illumination of 5 lux (0.5 foot-candle) sampled at the height of the pullets. The auditor must assess illumination at the height of the pullets at 4 locations within the house. (_____ + _____ + _____ + _____)/4 = _____ Age of the birds being assessed: _____ Location of light measures: _____	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**
U5	A minimum of 4 hours of continuous darkness must be provided within each 24-hour period after 14 days of age.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
U6	Adequate lighting, whether fixed or portable, indoors or outdoors, must be available to enable pullets to be thoroughly inspected at any time.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

U7	For the purposes of calculating allowable pullet density rates, usable floor area shall include the main floor and litter area, plus any elevated floor areas/tiers. These allowances must be calculated based on placement numbers. *(select only as applicable)* ❑ For single-step pullet rearing systems: in a partially-slatted house with a perching/roosting area over a droppings pit/belt, and for multi-tier systems, a minimum space allowance of 0.5 square foot per pullet must be met. ❑ For two-step pullet rearing systems: in a partially-slatted house with a perching/roosting area over a droppings pit/belt, and for multi-tier systems, a minimum space allowance of 0.4 square foot per pullet must be met until 8 weeks of age and 0.5 square foot per pullet must be met between 8-16 weeks of age. ❑ In a house with an all-litter floor, a minimum space allowance of 0.75 square feet per pullet must be met. _____ Calculated square feet of usable area per pullet at step/stage placement (*e.g. "1.23 sf per* pullet at step 1 placement*")*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
U8	There must be at least 3 linear inches of perch space per pullet. _____ Calculated linear perch per pullet *(e.g. "6.1 inches per pullet"*) *<u>Note regarding phase-in period for perch space requirement</u>: Points will be credited toward the perch space requirement if:* *1. By Jan. 1, 2026, at least 2" per bird is provided and* *2. By Jan. 1, 2027, at least 3" per bird is provided.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
U9	All perches must be raised at least 3 inches off the ground level floor (not each tier in multitiered houses) of the house by six weeks of age.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
U10	Linear perch space must have: ❑ No sharp edges. ❑ An easily cleaned non-porous material that doesn't harbor parasites. ❑ If tubes are used for perches, they must be made of a solid material and capped at the end.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
U11	Farm flock performance parameters and tolerance levels must be defined by the flock veterinarian (or other qualified poultry expert) and monitored for indicators of disease or production disorders. Written or electronic records of each parameter and the outcome of each tolerance level must be made available to the auditor. Tolerance levels must be defined for: ❑ Mortality during the first 7 days after placement ❑ Mortality from 8 days until layer house transfer ❑ Flock uniformity upon transfer to layer house ❑ Feed and water consumption upon transfer to layer house *<u>Note regarding phase-in period:</u> The implementation date is Jan. 1, 2026. Before Jan. 1, 2027, auditors should either award full points if the standard is met or "N/A" if the standard is not met. Starting Jan. 1, 2027, this question must be scored.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**

U12	No more than 10% of birds sampled in the small sampling method (100 birds/house) may have a feather quality score of 2. Feather scoring should not be conducted on pullets less than 6 weeks of age. Percent of birds with a feather quality score of 2: _____	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**
U13	Per each pullet, there must be a minimum of: (select as applicable) ❑ 1.0 linear inch of feed trough when double sided straight troughs are used. ❑ 2.0 linear inches of feed trough when only one side of trough is accessible. ❑ 1.0 perimeter inch of circular feeder space when round pans are used. _____ Calculated linear inches per bird *<u>Note regarding phase-in period for feeder space requirement</u>: Points will be credited toward the feeder space requirement if:* *1. By Jan. 1, 2026, at least 50% of the applicable space per bird is provided* *2. By Jan. 1, 2027, full applicable space per bird is provided.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /50**
U14	Waterers must be provided at the following minimum rates once pullets are released into the system: (select all that apply) ❑ One nipple per every 13 pullets. ❑ 0.5 inches of water trough when both sides of the trough are accessible. ❑ 1.0 inches of water trough when only one side of trough is accessible. ❑ 0.4 perimeter inches of circular water space when round drinkers are used. _____ Calculated linear inches per bird *<u>Note regarding phase-in period for water space requirement</u>: Points will be credited toward the water space requirement if:* *1. By Jan. 1, 2026, at least 50% of the applicable space per bird is provided* *2. By Jan. 1, 2027, full applicable space per bird is provided.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /50**
U15	Before transferring to the layer house, the pullet house temperature settings should be adjusted to align with the layer house temperature settings over the course of the four weeks prior to the transfer.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**

End-of-Flock Disposition

- *Auditor note: This section must be scored for all audits. If end-of flock disposition is not occurring during the time of the visit, questions in this section must be addressed through Certificates of Conformance (COCs), review of records, and/or SOP's.*

Catching & Handling SOPs

The entire "D" section should be completed for all laying hens and company owned pullets.
The Catching and Handling SOPs must be available and include the following protocols:

		Selection	Score
D1	**Training of Catch & Loading Crews** ❑ All personnel involved in catching and handling of birds must have received proper training to verify competence and full awareness in their duties and responsibilities. ❑ Managers must provide the catching staff full and detailed written instructions for catching, handling, loading, and unloading.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
D2	**Animal Welfare Officer** An Animal Welfare Officer (AWO) must be designated and present for each flock disposition. The AWO is responsible for supervising, monitoring, and maintaining high welfare standards throughout the end-of-flock disposition process.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
D3	**Water and Feed Withdrawal** ❑ Hens must be provided water up to the time when catching begins. ❑ Hens must be provided feed up to 1 hour prior to the time when catching begins. ❑ When transported, hens must not be deprived of feed for more than 16 hours in total, including the period up to the time of processing.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**
D4	Where possible, feeders, waterers, and other obstacles must be raised or removed from the house prior to catching to minimize the risk of bruising.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
D5	Catching must take place in low lighting to minimize birds' fear reactions. *It is recommended that catching be done at night or early morning.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
D6	**Catching, Carrying, and Loading** ❑ When possible, the hens should be caught individually and supported by both hands in an upright position. ❑ Where this is impractical, no more than three birds are to be carried in one hand. Birds must be held by both legs at all times, and never by the wings or the neck. ❑ Birds must be handled as minimally as possible, and must be placed directly into the transport coop or the approved euthanasia receptacle within 20 seconds of being caught. ❑ The catch supervisor must check that all birds are upright in the transport coop or euthanasia receptacle, that no appendages are caught in the coop or receptacle doors, and that the birds are not piled atop one another.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

D7	❑ Actions must be taken to prevent the hens from injuring one another due to overcrowding/ piling. ❑ Where birds are at risk for injury due to overcrowding/ piling, the house lights must be raised to allow the birds to spread out calmly and quietly, and given time to settle before catching is resumed.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
D8	Adequate, draft-free ventilation at bird height must be provided for uncaught birds up to time of loading.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
D9	Access routes to the chicken house must be adequately designed and maintained to permit the safe passage of transport vehicles/ euthanasia receptacles.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
D10	Unfit birds must not be transported but instead must be immediately euthanized by trained personnel.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
D11	**End-of-Flock Euthanasia** For routine, on-farm disposal of flocks at the end of the production cycle using CO_2, there must additionally be full documentation of the procedure used including records for the amount of gas used. Refer to the latest UEP standards "Guidelines for Euthanasia and On-Farm Depopulation of Entire Flocks" for more information regarding required protocols and documentation in order to demonstrate full compliance with the UEP. • *Auditor note: This section applies only to on-farm end-of-flock euthanasia. If hens are to be transported off-site, mark "N/A" and proceed to D12.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /25**
D12	**End-of-Flock Disposition** Records must be kept on file for at least two years for each flock stating the method of final disposition of spent hens (e.g. euthanasia, transportation). ❑ *<u>Auditor note</u>: please verify that "Final Disposition of Spent Hens" in the "Farm Data" section is completed.*	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /10**

Transport

Animal transport systems must be designed and managed to help ensure hens are not caused unnecessary distress or discomfort. The transport and handling of hens 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.

- *The entire "T" section should be completed for all laying hens and company owned pullets.*
- *If American Humane Certified™ companies transport their own birds, "Transport" section must be completed.*
- *Meat may only be eligible for certification if separate transport & processing audits are successfully completed and approved by American Humane.*

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.

T1	Personnel in charge of transportation and transport equipment, including non-employees, must be trained in the proper handling of hens when loading and unloading them and while in transit. This may be verified through SOPs or Certificates of Conformance (COCs).	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
T2	Noise levels from all sources must be minimized as much as possible during loading, unloading, and transport.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
T3	In periods of hot weather, hens 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 the birds.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
T4	❑ The transport SOP's must address when high ambient temperature or high humidity poses a threat of heat stress to the birds during catching, loading, and unloading. ❑ The SOPs must describe appropriate actions to take to reduce the risk of heat stress on the birds, including the receipt of weather forecasts of the expected temperature, supplemental ventilation, etc.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
T5	Hens reared in houses with tunnel ventilation must be pre-adapted to warmer temperatures if they are transported during hot weather.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
T6	The transport SOP must identify steps to be taken to shelter and protect the birds when they are transported during extreme weather.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
T7	The transport SOPs must address procedures to be followed in the event of an emergency, such as an accident.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
T8	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.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
T9	The person supervising the catching and loading of birds must work closely and coordinate with the processing plant to minimize the time birds spend waiting on the vehicle.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

T10	If it is necessary to keep birds on a stationary vehicle, the driver must take action to avoid thermal stress to the birds.	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/3**

Processing

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

- *Meat may only be eligible for certification if separate transport & processing audits are successfully completed and approved by American Humane.*
- *Refer also to "Pass/ Fail Auditor Evaluations" items "P/F 2" & "P/F 3" below.*

Processing Plant Records

		Selection	Score
P1	**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. ❑ Average levels of transport mortality (DOAs) above 0.2% in any three-month period or above 0.5% in any 24-hour period must be investigated to determine the cause and immediate remedial actions must be implemented. Records must be available describing the remedial actions that were taken and must show that for subsequent instances of transport, DOAs were within permissible levels.	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/10**

Processing Plant SOPs

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

P2	**Animal Welfare Policy** The Processing SOPs must include an Animal Welfare Policy. This policy must include written procedures with regard to maintaining welfare of the birds 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.	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/10**
P3	**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.*	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/10**

P4	**Staff Training** Managers, in conjunction with the AWO, must develop and implement a training program for all staff handling and slaughtering birds to help ensure that staff members are properly trained to carry out their duties and are competent to perform them. ❑ Records of staff training must be available.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P5	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 the case, immediate remedial action must be taken.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P6	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.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P7	The person in charge of any premises must help ensure that any bird awaiting slaughter is: ❑ Protected from direct sun and from adverse weather, i.e. wind, rain, hail, snow, etc.; ❑ Provided with adequate ventilation- temperature and humidity in the holding area and within chicken loads must be regularly monitored and controlled; Immediate action must be taken to remedy conditions if any birds are found to be suffering from heat or cold stress.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P8	The hens must be placed in a thermally comfortable holding area immediately on arrival at the processing facility.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P9	The holding area should have reduced or blue lighting, or if outdoors, it must have proper shade/protection from direct sunlight.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P10	Once birds have arrived at the premises at which they are going to be slaughtered, they must not be moved on to other premises. Standby equipment, e.g. a generator, must be available for emergency breakdowns.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P11	All hens must be slaughtered as soon as possible but no later than 10 hours after arriving at the processing facility.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

SOPs for Shackling, Stunning, and Bleeding

P12	**Conveyor System** Birds must be unloaded from the coops onto the conveyor belt in a way to minimize injury and distress to the birds: ❑ The operator at the unloader must proceed slowly and is responsible for ensuring that the coop doors open properly and no birds are caught on or left in the coops. ❑ If birds are caught or left in the coops, they must be carefully removed by carrying the bird's body or by both legs.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P13	The shackling line must be located in a closed area, and the belt on the line must include a fence to prevent birds from falling off. Where loose birds are found they must be taken immediately to the hanging area or, if injured, immediately euthanized away from the line.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P14	Processing plant managers must ensure that sufficient personnel are employed on shackling lines at all times to help ensure due care and diligence.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

P15	Personnel working on the shackling lines must be rotated frequently to avoid fatigue.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P16	Shackling teams must be thoroughly trained to handle the birds in such a way as to avoid injury.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P17	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, running a hand down the bird's back at shackling.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P18	Shackles must be of a size and type, and the slaughter line run at a speed, that permits the birds to be hung properly without causing unnecessary pain or distress.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P19	Birds must be hung on the shackles by both legs.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P20	The birds must not be suspended for more than 90 seconds before they are stunned.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P21	Electrical water bath stunning or hand-operated stunning are acceptable methods of stunning: <u>Where an electrical water stunning bath is used</u>: ❑ The water bath stunner must be designed and set up to prevent birds from receiving pre-stun shocks. ❑ The water bath used for stunning or euthanizing hens 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. <u>Where hand-held electrical stunners are used:</u> ❑ The birds must be restrained in a cone or on a shackle. ❑ They are stunned immediately after shackling. ❑ The stunning electrodes are placed carefully and firmly in the optimum position (between the ear and the eye). ❑ Stunners are operated until initial wing flapping ceases, or until the legs become rigid and extended.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**
P22	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.	❍ **Yes** ❍ **No** ❍ **N/A**	**__ /3**

P23	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 are able to 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.	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/3**
P24	All birds leaving the stunner must be checked to help ensure they have been effectively stunned. Immediate remedial action must be taken if this is found not to be the case.	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/3**
P25	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. *The most reliable indicator that a bird is properly stunned by the low voltage method is the electro-epileptic fit. The characteristics of this condition are:* • *Neck arched with head directed vertically* • *Eyes opened* • *Wings held close to body* • *Tail turned inward* • *Legs rigidly extended with constant rapid body tremors* *The physical condition of the electro-epileptic fits are shorter lasting and less pronounced when cardiac arrest is induced at stunning. They are followed by:* • *Completely limp carcass* • *No breathing* • *Loss of nictitating membrane reflex* • *Dilated pupil* • *Comb pinch*	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/3**
P26	❑ Carotid arteries and jugular veins must be effectively severed manually or by using automated equipment that performs a ventral cut. ❑ Each bird must be checked to help ensure that the carotid artery has been cut. 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. *There must be NO live birds entering the scalder. See P/F 3.*	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/3**
P27	No more than 10 seconds may elapse between stunning and neck cutting.	❍ **Yes** ❍ **No** ❍ **N/A**	__ **/3**

Pass/Fail Auditor Evaluations

- *Auditor note: <u>This section MUST be scored for all audits</u>.*

P/F1	**No Instances of Willful Acts of Abuse or Neglect** Throughout the course of the audit, the auditor must not have observed any 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. Auditor note: this item has no point value: • A mark of "Yes" indicates that the auditor <u>did NOT observe</u> willful acts of abuse or neglect committed by farm personnel towards the birds. • A mark of "No" indicates that the auditor believes that acts of willful abuse or neglect towards the birds have been committed. **The auditor must document the incident observed and s/he must inform management, their audit company, and the American Humane Certified program immediately.** The presence of willful acts of abuse or neglect is a severe non-conformance, and results in **automatic failure of this audit.**	❍ **Yes** ❍ **No**	**- / -**
P/F2	*(<u>Note: for audit at Processing Plant only</u>)* **Absence of Live Birds in DOA Bin** At the shackling area, there must be no live birds in the DOA bin. Auditor note: this item has no point value. • Mark "Yes" to this item if there are **NO** live birds in the DOA bin. • Mark "No" to this item if live birds are observed in the DOA bin. **The auditor must document the incident observed and s/he must inform management, their audit company, and the American Humane Certified™ program immediately.** The presence of live birds in the DOA bin is a severe non-conformance, and results in **automatic failure of this audit**.	❍ **Yes** ❍ **No** ❍ **N/A**	**- / -**
P/F3	*(<u>Note: for audit at Processing Plant only</u>)* **Absence of Live Birds Entering Scalder** 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. Auditor note: this item has no point value. • Mark "Yes" to this item if there are no live birds in the scalder. • Mark "No" to this item if live birds are observed in the scalder. **The auditor must document the incident observed and s/he must inform management, their audit company, and the American Humane Certified™ program immediately.** The willful presence of live birds entering the scalder is a severe non-conformance, and results in **automatic failure of this audit.**	❍ **Yes** ❍ **No** ❍ **N/A**	**- / -**

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:_____

Appendix C

References

References

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