ANIMAL WELFARE POLICY

1. ABOUT THIS POLICY

Our guests expect us to ensure responsible animal welfare standards in our supply chain. We believe that having good animal welfare management is an important part of our business and forms part of our technical strategy to continually increase standards in our supply chain.

We recognise our responsibility to work with suppliers who are also committed to best practice in animal welfare management and to support continuous improvement in welfare standards.

All TRG food suppliers are subject to compliance with the TRG Technical Policy and the Animal Welfare Policy where relevant, and we ensure that these policies form part of the terms of business with relevant suppliers. We also aim to ensure that supplier performance against the policy is measured, monitored and improved where necessary.

This policy sets out the baseline standards for suppliers to TRG's UK and Ireland operations. Individual divisions or brands within the Group may choose to adopt further policies and procedures, or implement additional requirements, provided they are not inconsistent with this policy. Franchise partner suppliers are managed by our franchise partners and are subject to their separate due diligence process.

2. SCOPE

Our animal welfare policy is applicable to all products sourced in the UK and overseas. As such, it is universal for all our relevant species including, but not limited to: beef, pork, lamb, poultry, dairy, fish, seafood, and laying hens.

3. POLICY REQUIREMENTS

All animal protein supplied to TRG must meet EU and UK legislation as applicable, and adhere to the principles of the Animal Welfare Committee (AWC) Five Freedoms for animal welfare.

These state that, at all times, producers/farmers have a duty of care to ensure that animals are:

- Free from hunger and thirst - animals must have access to fresh water and a diet which will maintain health and vigour
- Free from discomfort - an appropriate environment should be provided, including shelter and a comfortable resting area
- Free from pain, injury or disease - ensure the prevention of illnesses, or rapid diagnosis and treatment
- Free to express normal behaviour - sufficient space, proper facilities, and company of the animal's own kind should all be provided
- Free from fear and distress - provide conditions and treatment which avoid mental suffering

TRG strongly encourages suppliers to sign up to industry approved schemes which focus on animal welfare and good husbandry techniques.

We are also committed to ensuring that:

- No illegal animal welfare or husbandry systems are in use throughout our supply chain.
- There is no genetic engineering or cloning of animals used in TRG product.
- Animals are always provided with the appropriate veterinary care when needed, medicines will only be used where it is absolutely necessary to ensure good health and welfare, and substances such as growth promoter hormones will never be used.

- Our suppliers constantly monitor the use of antibiotics in their husbandry systems to reduce the amount of medicines used in the future.
- The veterinary controls and use of farm level medication are in line with all relevant legislation and regulations for supply to the UK market.
- Antibiotics are treated as a critical control point at intake at the slaughterhouse. The vets at the slaughterhouses and the slaughterhouse themselves will have a medicine residue testing program in place to demonstrate compliance to residue limits and permitted antibiotic use. Where this is not compliant, the meat will not be processed for export / food.
- All shell eggs are sourced from hens which are free range providing the birds with an environment and space in excess of the legal requirement:
  - Brunning & Price and Barburrito: shell eggs are free range and RSPCA assured. Egg as an ingredient is cage-free.
  - Wagamama: all shell eggs and eggs used as an ingredient are free range.
- We encourage the use of multi-tier barns for free-range laying hens, as it is our understanding that these are beneficial for chicken welfare. We prefer these to be RSPCA-accredited.
- Routine mutilation is avoided wherever possible and only to be carried out in exceptional circumstances for therapeutic purposes by a qualified veterinarian. These include, but are not limited to:
  - Tooth clipping - to protect injuries to protect sows' udders and other pigs.
  - Tail docking - to prevent injuries to pigs through tail biting
  - Castration
- All live animal transport across all species is kept at a minimum, will not exceed 8 hours and will be recorded for each delivery.
- All meat and poultry used in TRG product is humanely slaughtered, specifically requiring pre-slaughter stunning. Abattoirs are required to comply with EU regulation 1099/2009 on the protection of animals at the time of killing or the Welfare of Animals at the Time of Killing (WATOK) regulations for England, as applicable.

Chicken

In February 2026, The Restaurant Group (TRG) joined forces with other leading hospitality brands to announce the formation and launch of the Sustainable Chicken Forum (SCF). The SCF represents a collective commitment to take a more holistic view of chicken production, recognising welfare, environmental impact and food security must be addressed together.

The Forum will focus on:

- Advancing chicken welfare across the supply chain, led by science-based welfare outcomes
- Using reporting mechanisms to demonstrate progress across the hospitality sector.
- Championing continuous improvements in chicken welfare.
- Exploring opportunities for further research into the challenges facing the poultry sector
- Engaging in policy development that supports the British supply to grow as part of the European and global poultry supply chain.

Fish/Seafood

- TRG strongly supports the use of the Marine Conservation Society's definitive guide to sustainable seafood sourcing, "The Good Fish Guide".
- All TRG fish / seafood should fall into the advised rating 1-3 for choosing the most environmentally sustainable fish / seafood. We will not list any fish / seafood products that are rated 4-5. We achieve this by sourcing Marine Stewardship Council (MSC) certified wild caught fish and BAP 2*/ Global GAP or equivalent certified farmed fish.
- All suppliers of seafood to TRG must complete an annual Fish and Seafood Traceability Exercise providing detail of product country of origin, capture method, MCS rating and any relevant eco-labelling.

- All our seafood is either caught or farmed in ways that consider the long-term vitality of harvested species and the well-being of the oceans, as well as the livelihoods of fisheries-dependent communities. We strive to avoid purchasing seafood that has been caught using environmentally damaging fishing methods such as bottom trawling.

Our overall seafood commitment:

- We do not permit any seafood on our menus that is rated 4 – 5 on the MCS Good Fish Guide
- All wild fish will be MSC accredited where possible
- All prawns will have at least BAP2* certification
- All wagamama salmon must be Scottish PSPCA assured; salmon used in the other divisions is Global Gap or equivalent certified.
- Our tuna must be dolphin friendly

4. IMPLEMENTATION

As a form of good practice TRG keeps records of all animal protein suppliers and systematically monitors the performance of relevant suppliers through direct communication, site audit, desk-based certification review and, where relevant, third-party verification

As part of the implementation and review of the Policy our suppliers are required to:

- Demonstrate traceability and legality of all meat and fish/seafood sources.
- Provide documentary evidence confirming certification to a farm assurance system where possible.
- Ensure TRG representatives, including third party auditors are given uninhibited access to sites used to produce TRG goods and that all documentation is accurate and complete.
- Accurately and transparently communicate when these standards are not being met or are unlikely to be met and when support is required to meet these standards.
- Ensure transparency of supply chain.
- In collaboration with farmers, ensure that legal compliance on animal welfare standards is maintained at all times.

5. OUR ONGOING COMMITMENT

TRG commit to:

- Review the animal welfare policy on an annual basis and whenever necessary and appropriate.
- Work collaboratively with suppliers to improve animal welfare standards where our support is needed and appropriate.
- Cease trading with suppliers demonstrating persistent disregard for the animal welfare policy.
- Work with our suppliers to achieve our Sustainable Chicken Forum goals.

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