

## Our Animal Welfare Positions & Standards

Just BARE® is respectful of animal rights and takes every measure possible to ensure our practices and procedures are humane. We strive to make the slaughter process as quick and humane as possible and use industry-approved techniques and processes that help to minimize bird stress and suffering.

From start to finish, our chickens are handled with utmost care by people well-trained in animal science, nutrition, handling and rearing. Our goal is to bring healthy chickens to market. And a healthy chicken is a well cared for and well-treated chicken. Furthermore, Just BARE has a relentless commitment to food safety. We are dedicated to providing safe, wholesome, nutritious food products to consumers. Only products that meet or exceed our strict standards of quality, safety and wholesomeness are distributed to consumers.

### Our Animal Welfare Standards & Practices

Just BARE has a commitment to producing premium-quality products for its customers in a manner that ensures animal welfare throughout the entire process. As a starting point, we follow the Animal Welfare Guidelines as established by the National Chicken Council (NCC) in conjunction with industry experts and top poultry scientists from leading universities around the country. We routinely validate our performance using the established NCC Animal Welfare Audit Checklist. These guidelines ensure the proper care, management and handling of broiler (meat chickens) and breeder (egg-laying chickens) flocks.

In addition to following NCC Animal Welfare Guidelines, we implemented a proactive and progressive Active Grower Management Program that establishes greater accountability through a robust animal welfare performance monitoring and reporting system—that further deepens our ability to ensure the proper care and handling of our broiler (meat chickens) and breeder (egg-laying chickens) flocks. Specific areas of focus are:

- Demonstration of skilled, knowledgeable and conscientious caretaking by growers, field service technicians and our staff veterinarian
- Chicken behaviors within the barns
- Quality and nutritional levels of our chicken feed
- Conditions within our technologically advanced, environmentally controlled, cage-free barns
- Proper function of handling and transport equipment/adherence to standards from hatchery through processing
- Humane euthanization practices\*
- Ongoing, annual animal welfare training of all team members handling our chickens

Following are the specific steps we take to ensure flocks are handled in a humane way throughout the entire rearing and production process. Just BARE:

- **Practices responsible planning and management of its broiler production and processing.**  
Just BARE continually researches and applies new information and methods as a means of keeping us on the forefront of bird health, rearing practices, processing technology and food safety. We develop comprehensive, integrated business plans that outline specific production objectives and measures that ensure we meet or exceed our production, quality, safety and animal welfare standards.

We seek out and recognize local farmers and employees who share our commitment to quality, innovation, operational excellence and animal well-being. Local farmers are rewarded for producing quality chickens and adhere to strict rearing plans. (We're proud to say that 100 percent of Just BARE chickens are contract-grown by local farmers—some who have been caring for chickens for more than 35 years.) Likewise, our employees are rewarded for upholding our stringent and industry-leading quality and safety standards in their production areas.

- **Provides skilled, knowledgeable and conscientious caretaking, in cage-free barns.**  
Just BARE chickens are raised with utmost care by experts in animal science, nutrition and rearing. Our chickens are:

Raised by local farmers in modern, climate-controlled facilities designed to reduce stress and maintain optimum bird health;

- o Raised in an enclosed environment to eliminate exposure to droppings from wild birds such as ducks and gulls which can carry diseases like avian influenza;
  - o Not caged and free to roam inside the barn throughout their entire lives.
- **Gives its chickens wholesome, nutritionally balanced feed.**  
As a company that's involved in virtually every aspect of the raising process, we maintain complete control over the care of our chickens—from egg to maturity. We operate two feed mills that produce all of the feed our chickens ever eat. Our special feed formulas are developed under the direction of experienced nutritionists to produce healthy chickens, and wholesome, tasty chicken products. Our feed contains naturally nutritious corn, soybean meal, minerals, and vitamins. With a vegetarian diet, our feed does not contain animal byproducts, excluding meat and bone meal, and vegetable/animal fat blends. The water we provide our chickens is pure, filtered water and is always made available, so our chickens can drink anytime.
  - **Cares for its chickens without the use of hormones or antibiotics...ever!**  
Hormones are not allowed in raising hogs or poultry. People might think we use hormones/steroids to promote faster growth. However, it's really genetics that make the difference. In addition, our feed formulas and barn growing conditions are designed to provide an environment and nutritional intake to take full advantage of genetic capabilities. Specially formulated feed diets provide the optimum amount of premium nutrients, minerals and vitamins.

You'll notice that the Just BARE<sup>®</sup> label reads “no added hormones” instead of hormone-free. This is because all living creatures have hormones in their bodies naturally, including chickens. These hormones regulate many of the chickens' functions, similar to the way they do in humans. Because there are naturally occurring hormones in chicken, we cannot state on our label that our chicken is hormone-free.

Just BARE also meets the USDA-FSIS definition of “No antibiotics—ever.” What this means is that Just BARE chickens have never, ever been administered antibiotics at any time during their lifecycles. This includes while the chicks are incubating in the shell as well as after they hatch and throughout their entire lifetimes.

- **Provides proper and technologically advanced environmental design.**  
Just BARE chickens are raised in modern barns equipped with sophisticated systems that monitor climate conditions and maintain comfort. The barns are designed to reduce stress and maintain optimum bird health. Our processing plants are equipped with the latest technologies that maximize worker safety, food quality, and ensure quick, humane processing and minimize environmental impact.
- **Uses considerate handling and transport practices.**  
All catching and transport personnel are trained in proper and humane handling practices. Chickens are caught in low-light conditions to minimize stress and are constantly monitored to ensure they are not subjected to prolonged hunger, thirst or deprivation of rest during this process. Catching and processing schedules are carefully planned and followed to minimize holding times.
- **Uses humane slaughter practices.**  
Just BARE is committed to processing our chickens as humanely as possible. We abide by and comply with all USDA regulations and the National Chicken Council Animal Welfare standards for humane slaughter. This includes humanely rendering the chickens unconscious prior to them being euthanized, using methods established and approved by the USDA\*. These methods include gas (controlled atmosphere) or electrical stunning. Just BARE uses the electrical method.

Though some individuals or groups concerned about slaughtering processes and animal welfare issues embrace the controlled atmosphere method as being more humane, there are no conclusive scientific studies that prove the belief that controlled atmosphere stunning (also known as gas stunning) is more humane than the electrical stunning method.

*\*We abide by the Humane Slaughter Act established by the USDA and follow our own stringent ethical treatment practices.*

Have a question, comment, or need a simple recipe?  
We're here! 1-877-328-2838 8:00 a.m. to 4:30 p.m. Central Time  
[wecare@justbarechicken.com](mailto:wecare@justbarechicken.com)

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