



Animal Welfare Standards for Turkeys

with Appendices

A: Farm Manual,

B: Animal Welfare Standards Audit Tool, and

C: References

American Humane
Farm Program
www.HumaneHeartland.org

Animal Welfare
Standards
Guidelines

American Humane Farm Program



American Humane Certified™

Turkeys

Animal Welfare Standards Audit

Introduction

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

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

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

Since its origins, American Humane's farm animal welfare standards have been and continue to be a living document. The standards and the audit process are continually reviewed and updated, using the expertise of the Scientific Advisory Committee. This committee of internationally renowned animal scientists and veterinarians advances new science and regularly evaluates the standards to 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 ensures 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 provides accurate information regarding farm management, the number of birds, and the birds' physical environment. They provide the physical address of the farm along with the name of the farm manager and detailed phone/email contact information, and they report records of production. The American Humane Certified™ program keeps record of each farm's animal housing system information. Producers provide source information for replacement birds as well as the name of the animal welfare trained transport agent used when turkeys are moved from the farm for any reason. They report the name of their marketing or producer group and any other quality assurance programs to which they belong. They report any animal welfare, biosecurity, and health-related issues or events that arise during the year.

Certification & Verification

In order to receive certification from the American Humane Certified™ program, each farm is audited by a trained, independent auditor to ensure that animals are housed in environments conducive to their welfare and in compliance with the program standards. The animals' caretakers participate in ongoing humane training and each operation is audited and certified annually, to ensure that humane husbandry is practiced daily and is a part of the overall farm management plan. Producers using the American Humane Certified™ mark or label on their product packaging or promotional materials stipulate and verify that their animals are from farms participating in the American Humane Certified™ program.

ANIMAL WELFARE STANDARDS GUIDELINES

Office Records/ Management

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

The following records and documentation must be made available to the auditor at the time of the audit. These are to be maintained in the form of a Farm Manual at the main office. See Appendix A for Farm Manual templates.

Company Policy & Employee Code of Conduct

Company Policy

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

Employee Code of Conduct

An Employee Code of Conduct must be available to all personnel in their native language. 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 own duties, and each also must be cognizant that the basic requirements such as adequate feed, water, lighting, environmental control, and biosecurity must be provided to the animals at all times. All personnel must report any incidents related to animal welfare that cause them concern. Workers must sign and date that they have been provided a copy of, and that they understand their responsibilities under, this Code of Conduct.

Office Records & Documentation

Records of Production

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

Building Checklists

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

Standard Operating Procedures (SOPs)

Standard Operating Procedures (SOPs) must be available in the main office as regularly updated, comprehensive written instructions, in workers' native language, relating to daily, weekly, and monthly activities and procedures. Examples include but are not limited to: inspections of birds and facilities, and records to be kept by responsible personnel; inspections of equipment, routine maintenance and cleaning, and back-up protocols as well as records to be kept by the responsible personnel; monitoring of maximum and minimum house temperatures (unless automatically recorded); monitoring of ventilation settings/ rates, any necessary adjustments (where applicable), and monthly ammonia readings; monitoring of lighting program, including light intensity; any biosecurity protocols (e.g. maintaining screens, checking rodent bait, etc.); maintenance and testing of auxiliary power supply (if applicable); maintenance and testing of alarm systems (if applicable); and maintenance and testing of automatic ventilation systems (if applicable); specific SOPs for poults; handling/loading and transportation SOPs; and any additional procedures to maintain compliance with any applicable local, state, and federal regulations.

There must also be SOPs for specific operations, where applicable, such as Exterior Access SOPs (where applicable) and Loading & Transportation SOPs.

Emergency Response Plan

The Emergency Response Plan must be available at the main office. This plan must include contingency plans and precautions to cope with severe events/ emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by responsible personnel in the event of severe events/ emergencies such as fire, floods, storms or other severe weather, interruption of power or water, interruption of supplies, etc.; and procedures to 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 "telephone tree" to ensure that all responsible parties may be contacted if necessary.

Nutrition, Lighting, & Animal Health Plans

Nutrition Plan

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

- Certification or proof that the diet has been developed in consultation with a qualified poultry nutritionist;
- Specifications for a diet that is adjusted as appropriate to the turkeys' age and species/strain in order to promote balanced nutrition;
- Changes to the diet must be introduced gradually.

Retention of feed records for one year, including identification of the feed mill and feed constituents/concentrates used at each site

Lighting

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

Per each 24-hour period, birds must be provided daily access to evenly distributed natural light for a minimum continuous period of at least 8 hours, and to darkness for a minimum period of 6 hours or the natural period of darkness, if less. For enclosed houses, or for houses in climates that preclude the regular/ daily opening of side curtains, the lighting program must be tested once per each flock with records on file. The lighting program must provide within each 24-hour period a minimum continuous period of 8 hours of light, where the daytime light levels are an average minimum of 10 lux (1 foot-candle) at the head height of the birds throughout the house, excluding areas in the shade of equipment, and supplemental lighting, where provided, must be uniformly distributed throughout the house. There must also be a minimum period of 6 hours of darkness or the natural period of darkness, if less. *Note: 'Darkness' refers to the substantial dimming of lights that permits the birds to rest, and is recommended to be no more than 1 lux (0.1 foot-candles) in intensity.*

Animal Health Plan

A written Animal Health Plan (AHP) must be available at the main office. The AHP documents the activities affecting animal health throughout the year and must include certification or proof that the AHP has been developed in consultation with a qualified poultry veterinarian. The poultry veterinarian must be available for consultation and the AHP must be reviewed at least yearly and updated as needed. The AHP includes records of vaccination protocols and any vaccinations; records of treatment protocols and any treatments, including the types and quantities of medications used and the reason for use, and details of the therapeutic use, defined as treatment, prevention and control, as allowed by current laws, of any antibiotics (including ionophores), antiparasitics, and antifungals, which includes the requirements that antibiotics, antiparasitics, and antifungals must only be used therapeutically as prescribed by the herd/flock veterinarian; therapeutic use must be for individual animals OR for specific groups of animals only when specified by the herd/flock veterinarian through determination that the entire group is at high risk of contracting disease; Therapeutic use is in conformance with the latest edition of the FDA ***Judicious Use of Antimicrobials for Livestock and Poultry Veterinarians*** and complies with withdrawal periods; livestock and poultry must not be implanted or injected with any growth hormone/ growth promoter or fed antibiotics (except ionophores) or fed beta-agonists for the purpose of boosting growth or feed efficiency.

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 or production disorders. The monitoring of flock performance parameters must include review of records of observations made during daily inspections, and the monitoring of specific health conditions by stockpersons and by the flock veterinarian. If any flock performance parameter falls 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 if necessary until the problem is mitigated. If the mortality level within a house is in excess of 0.5% in 24 hours, a veterinary investigation must be made to determine the cause and if necessary to remedy the problem.

Action and Management Plans in the AHP

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

Biosecurity & Health Plans

Biosecurity Plan, Structural/ Access

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

Biosecurity Plan, Operational

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

Cleaning and Sanitation Plan

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

Waste Disposal Plan

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

Specific SOPs for Poults

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

Thermal Environment

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

Brooder Stoves and Guards

Brooder stoves/heaters and brooder guards (where used) must be carefully placed and maintained throughout the brooder period. The placement and maintenance of brooder heaters must minimize the risk of fire and emission of carbon monoxide.

Brooder stoves/ heaters:

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

Brooder guards:

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

Lighting Program for Poults

The lighting program used for the poults must be recorded. It is acceptable to leave the lights on for the first three nights of the poult adjustment period. The poults and the lighting should be checked every 3 hours for that same period. *Note: Each day thereafter, it is recommended to increase the dark period by 1 hour per day until 6 hours of darkness is reached.* Light levels for poults 14 days or younger should be a minimum of 20 lux (2 foot-candle).

SOPs for Exterior Access

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

Note: For Organic farms, provisions from the applicable Organic standards (i.e. NOP for US production) must also be followed in addition to any provisions noted in the American Humane Certified™ standards. Where provisions from the applicable Organic standards differ from the American Humane Certified™ standards, the applicable Organic standards for exterior access should be followed.

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

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

Exterior Access Policy

The Exterior Access Policy must be available and state that:

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

Loading and Transportation SOPs

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

Records of Stockperson Training

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

Training Documentation

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

For all training of personnel: training must be presented in the workers' native language if necessary. Training may include videos, manuals, classroom settings, online instruction, etc. as appropriate, and must include review of relevant company SOPs and 'hand's-on' experience and evaluations. Training must include review of the **American Humane Certified™ Animal Welfare Standards** and must clearly define what is expected of each stockperson so that each is fully aware of 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, or specialized training, etc.) as well as the training date.

Training for All Stockpersons

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

- Knowing the normal behavior of individual birds and of the flock, recognizing deviations from normal flock activity, and recognizing the signs that indicate good health and welfare, so that in the eventuality of an impending problem arises stockpersons are able to recognize it in the earliest stages;
- Knowing the proper way handle animals in manner which minimizes unnecessary stress to the birds;
- Understanding the physical and environmental requirements for the birds;
- Having a basic knowledge of the signs of common diseases, illnesses, and injuries and be familiar with the appropriate actions for treatment that will be taken by responsible personnel; and
- 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, footpad lesions, and breast blisters).
- 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 optimizing health and animal welfare and minimizing pain and distress to the animals. Prior to performing procedures that have the potential to cause suffering, the stockperson must be able to demonstrate to the trainer that they are proficient in performing those procedures. Specialized training includes but is not limited to:

- specific training in the correct procedures for performing inspections of the animals; identifying which animals are to be culled/ euthanized and recognizing unusual conditions or behaviors; and the appropriate and timely remedial actions to be taken, either by the direct action of the stockperson or through the notification of the responsible personnel;
 - Sick birds must be treated immediately, and any birds suffering from injuries such as open wounds or fractures must be segregated and treated or must be euthanized humanely and immediately.
- specific training for those who are responsible for the care of poults in the brooder area;
- specific training in the proper techniques for beak-trimming and/or toe-clipping, where applicable and approved;
- specific training and certification of the approved stockpersons' proficiency in approved techniques for euthanasia;
- specific training and orientation for stockpersons responsible for any equipment on which the birds depend, including:
 - recognizing normal operation of the equipment;
 - operating the equipment competently (e.g., heaters, lighting, ventilation, flaps/fans);
 - carrying out routine maintenance to 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 Loading and Transport Crews

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

Training of Outside Workers

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

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

Inspections of Poults and Turkeys

Records must be available for a minimum of one year showing that the poults and turkeys and the facilities are inspected a minimum of twice daily. These records must:

- identify the person performing the inspection, and the time (am/pm) and date of the inspection;
- record the numbers of mortalities with reasons stated, if known; and
- record the numbers of culls, with reasons stated.
 - The stockperson performing the inspections must proceed in a careful, deliberate manner to avoid frightening the animals unnecessarily, and must follow a path that allows them to see all of individual animals in the house.
 - During inspections or at any other time, if any animal is found to be suffering from severe sickness or injury (i.e. the poult or turkey is unable to walk either at all or walks with great difficulty and needs to rest within 5 feet) then the animal is immediately and humanely euthanized by approved (trained) personnel.
 - Mortalities found during inspections or at any other time must be removed promptly.

Inspections & Maintenance of Equipment

Inspections and Maintenance of Equipment

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

Inspections and Maintenance of Water Systems

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

Inspections of Auxiliary Power Supply

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

Ventilation & Environmental Controls

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

Inspections of Alarm Systems

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

Additionally for Automatic Ventilation Systems

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

Monitoring of Ammonia Levels

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

Note: Provisions must be made to ensure that aerial contaminants do not reach a level at which they are noticeably unpleasant to a human observer. Effective control of ammonia levels through litter maintenance and adequate ventilation helps control levels of other aerial contaminants such as dust, HS, CO, and CO₂. Ammonia levels are to be maintained at less than 10 ppm wherever possible.

Litter Maintenance Plan

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

Policy for Husbandry Procedures

Toe-Clipping Policy

Where toe-clipping and/or dewclaw trimming are NOT performed routinely on either the hens or the toms, either at the hatchery or on-site, a Toe-Clipping Policy is not required. Where toe-clipping and/or dewclaw trimming are performed routinely on the hens, and/or toe-clipping is routinely performed on the toms; a Toe-Clipping Policy must be available which includes either that:

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

Policy for Other Procedures

Snood-Trimming:

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

Caponization & Dubbing

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

Beak-Trimming Policy

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

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

- Poults are sourced from a company hatchery that is certified by the American Humane Certified™ program; OR
- Poults are sourced from an outside hatchery that performs the beak-trimming/ tipping within the first 24 hours using infrared equipment. A Certificate of Conformance must be available from the outside hatchery stating that beak trimming/ tipping was performed by properly trained and proficient personnel using appropriate, well-maintained equipment per all requirements detailed in this Beak-Trimming Policy and applicable animal welfare standards; AND
- Beak-trimming/ tipping is performed at the hatchery by the use of microwave technology, only by properly trained and proficient personnel using approved procedures and appropriate, well-maintained equipment. Records must be kept of: the names of the stockpersons who have undergone training for the correct beak-trimming/ tipping procedures; the name of the trainer; confirmation that the trainees' competence in performing the procedure was validated by the trainer, including proper techniques and proper use of any equipment; and the date(s) that the training occurred.

In all cases:

- The pullets' beaks should be tipped, i.e. blunted, where possible. Otherwise, beak-trimming must stop at the mandible.
- Poults which have been recently trimmed/ tipped must be monitored to ensure that they are consuming adequate feed and that they are able to use the waterers.
- Beak trimming on older birds, including 'touch-up' trimming, must not be performed as a matter of course.

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

Plans for Discouraging Feather Pecking and Cannibalism

The Beak-Trimming Policy must specify methods to discourage the spread of cannibalism. If outbreaks of cannibalism do occur, methods to discourage the spread of cannibalism must be conducted without delay. The producer must notify the American Humane Certified™ program that the problem exists and must explain the steps that the producer proposes to take, and the producer must provide regular updates. Artificial appliances (such as blinkers attached to the beak or nostrils, or contact lenses) designed to stop cannibalism must not be used.

Methods should include removing particularly aggressive birds if they are identifiable and segregating injured birds as first steps, followed by providing distractions/ enrichments to the birds, providing additional perches or panels so that subordinate birds can retreat, and/or reducing light levels.

If these measures still do not mitigate the problem, the producer must contact the American Humane Certified™ program for additional recommendations. Note: the American Humane Certified™ program will consider beak-trimming of older birds only as a method of last resort when other measures fail.

Euthanasia Policy

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

- 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 groups of birds. These methods 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 (*select as applicable*):
 - 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 stunning.
 - Any other method approved by the AVMA guidelines.
- Procedures stating that the persons performing euthanasia must verify that each animal has been properly euthanized. If necessary, the same method or an alternate method must be performed immediately to ensure that the animal does not suffer.
- Logs stating the reason for euthanasia, numbers of animals euthanized, the date, and the procedure used.
- 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/ Food & Water

Poults and turkeys must be provided a wholesome diet free from hunger, thirst, and malnutrition by providing ready 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 poults and turkeys can eat and drink without undue competition.

Food

Feed Access & Feed Space

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

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

Even Distribution of Feeders

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

Water

Water Access & Waterers

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

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

- All systems for growing barns must have adult size waterers.
- Turkeys must be able to drink at the same time. The minimum number of waterers for adult turkeys must be provided as follows:
 - Nipples: Nipples are **NOT** recommended for adult birds
 - Cup:
 - 1 per 20 toms
 - 1 per 28 hens
 - Trough:
 - 1.0" per hen per side accessible to bird
 - 2.0" per tom per side accessible to bird
 - Bell: per manufacturer's recommendations

Note: if specifications from the manufacturer of the water system are available, the maximum number of turkeys per waterer as specified in the manufacturer's documents should be used in lieu of the above specifications.

- Poults aged 1 – 5 weeks (i.e. in the brooder) must be able to drink at the same time. The minimum number of waterers for adult turkeys must be provided as follows (*select only as applicable*):
 - Nipples: 1 per 10 poults
 - Cup: 1 per 28 poults
 - Trough: 1.0 inches per poult per each side accessible to the birds
 - For poults, satellite waterers are provided for use during the first week.

Note: if specifications from the manufacturer of the water system are available, the maximum number of poults per waterer as specified in the manufacturer's documents should be used in lieu of the above specifications.

- At the time of audit, no more than 10% of waterers may be inoperable.

Note: where a new drinking system is being installed, there must be no open water systems that allow water spillage and soaking of litter.

Even Distribution of Waterers

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

Emergency Water Supply

On-site provisions must be in place to provide clean, fresh water for a period of at least 24 hours during a shut off or failure of the main water supply, including freezing conditions.

On-Site/ Environment

The environment in which the birds are kept must take into account their welfare needs and provide the best husbandry approaches and be designed to protect them from 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 poults and turkeys must be protected from 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 Turkeys** must be available on-site as a reference for all stock-keepers/ workers in the facility.

Biosecurity, Structural/Access

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

Biosecurity, Operational

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

Emergency Contact Information

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

Additional

The physical environment must take into consideration the safety of the animals, including but not limited to there must be no sharp edges, projections, protrusions, or damaged tiers, etc. that are likely to cause injury or distress to the birds. Electrical equipment must be inaccessible to the birds; well-insulated and properly grounded; and safeguarded from rodents.

With the exception of insecticidal preservatives, 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 birds can be readily inspected during daily observations.

Auxiliary Power & Alarm Systems

Auxiliary Power Supply

An auxiliary power supply, such as a standby generator, must be available on-site and functional. A stockperson must demonstrate to the auditor that the auxiliary power supply is functional. *An auxiliary power supply is not required for manually operated equipment.*

Alarm Systems

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

Thermal Environment & Ventilation

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

Monitoring of Thermal Environment

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

Ammonia

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

Lighting

Adequate lighting must be provided for turkeys and poults that are 14 days of age or older.

- Birds must be provided access to ample, evenly distributed natural light; OR
- For houses without ample, evenly distributed natural light, the lighting system for turkeys and poults 14 days or older must provide an average minimum illumination of 10 lux (1 foot-candle) throughout the house.

Supplemental lights must be located throughout the house to cast light evenly. Adequate fixed or portable lighting must be available to enable the birds to be thoroughly inspected at any time.

Space Allowance (Indoor Housing)

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

The following elements will be evaluated. Score either 100 if all four items are achieved or score 0 if any of the items are not achieved.

1. **Gait (E23):** No more than 5% of the turkeys may show difficulty walking (walking with a limp making awkward movements, but being able to walk at least 5 feet) Note: There may be times, especially with heavy toms at the end of grow-out, when walking among the birds is too disruptive and may create a risk of injury to the birds. In these instances, it is permissible for the auditor to assess this standard from outside the barn or from just inside the door.

2. **Litter (E19):** Litter must be maintained in a dry and friable condition. The auditor must evaluate litter quality and litter quality must be checked at a minimum in each third of the house away from the feeders. Where litter is located near misting equipment, the top surface of the litter should be moved aside. When litter is squeezed in the hand, it should not form a clump, and there should be no free water that is released.

3. **Ammonia (E14):** Ammonia levels, measured by the auditor at the height of the poults or turkeys at multiple locations in the house, must not exceed 25 parts per million. Measure ammonia levels at the height of the birds at a minimum of five locations distributed throughout in the house. Locations should include the front, back, and three locations between in a zigzag pattern from side to side. Locations should not be within two feet of the water line. At no location should the ammonia exceed 25 ppm.

4. **Clean environment:** The scoring of this last density element intentionally left as a subjective evaluation and will rely on the judgment and experience of the auditor in determining clean and dry living conditions. Do the birds appear clean, free of accumulated manure, and do they have sufficient dry litter on which to walk and rest? (If misters are in use in the summertime, the auditor may use his/her discretion in evaluating feather hygiene.)

Litter

The birds must have access to well-maintained litter at all times. The litter must be of a suitable, absorbent material of an appropriate particle size, be of sufficient depth for absorption of feces, and be reasonably clean, loose (such as through regular tilling) and of good quality.

Litter Squeeze Test

Litter must be maintained in a dry and friable condition. Litter quality must be evaluated by the auditor 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 free water is released and the litter does not crumble easily, the litter is too wet.

Environmental Enrichments

The producer is strongly encouraged to provide environmental enrichments to the turkeys after 10 to 12 weeks of ages, such as hanging objects, short perches, alfalfa, etc.

Exterior Access

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

Note: For Organic farms, provisions from the applicable Organic standards (i.e. NOP for US production) must also be followed in addition to any provisions in the American Humane Certified™ standards. Where provisions from the American Humane Certified™ standards differ from the applicable Organic standards, the applicable Organic standards for exterior access should be followed.

Outdoor Runs (Porches/ Winter Gardens)

Where access is provided, outdoor runs must be provided at a rate appropriate for the flock population. Runs must be provided with: shade and cover/ screening to discourage contact with predators, rodents, and wild birds; a well-maintained, suitable substrate; and a material which is resistant to pathogen buildup which can be readily cleaned and disinfected between flocks.

Free Range

Where access is provided, free-range areas must consist of pasture with active management of damaged ground, including resting (rotation) and reseeded of ground to encourage regrowth of vegetation when the climate allows; must be designed and managed to ensure that the area around the house is well-drained and does not become muddy; must provide access to a well-drained area for the turkeys to rest while outside the building; and in warm months, must provide a sufficiently large shaded area so that the turkeys are able to spread out to cool off.

Exit Area to the Outside (Popholes)

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

Auditor Evaluations of Birds on Farm

Gait Observations

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

Transport

Training of Loading, Handling, and Transport Crews

Training of Loading and Transport Crews

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

Loading & Handling SOPs

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

Water and Food Withdrawal

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

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

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

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

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

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

Loading

Animal Welfare Officer

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

Loading by Herding and Use of Loaders

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

Transport Coops/ Modules

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

Load Supervisor

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

Transport SOPs

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

In periods of hot weather, turkeys must be transported at night or in the coolest part of the day OR systems must be in place to provide cooling during load out of birds. When high ambient temperatures or high humidity poses a threat of heat stress to the birds during loading and unloading, the SOPs must describe appropriate actions to take to reduce the risk of heat stress on the birds, such as including the receipt of weather forecasts of the expected temperature, supplemental ventilation, etc. This is especially true of birds reared in houses with tunnel ventilation. The transport SOP must identify steps that are to be taken to shelter and protect the birds when they are transported during extreme weather. The transport SOPs must address procedures to be followed in the event of an emergency, such as an accident.

Every effort must be made to 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 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

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

Processing Plant Records

Assessments by Plant Personnel

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

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

Note: All Scoring items are based on a 300-bird sample using the performance criteria listed in the 'Environment' section and later in the 'Processing' section.

Records of DOAs

All transport deaths and injuries must be recorded and reported to the AWO and the farm manager before the next consignment from the same source is collected. Records must be made available to the auditor. Where mortalities during transport are traced to a single cause, prompt action must be taken to prevent further deaths, injury, or suffering from occurring. Levels of transport mortality above 0.2% in any three-month period are subject to investigation and must be reported to the American Humane Certified™ program.

Training of Processing Plant Crews

Task-specific training of processing plant crews must be documented and all members of the crews must be provided comprehensive written instructions related to their duties presented in their native language. Training includes:

- Handling protocols and processing plant SOPs;
- Specific training in the proper operation and maintenance of equipment;
- Specific training for workers to recognize and perform a proper stun; and
- Specific training for performing the correct ventral cut for workers monitoring birds at the automatic cutter.

Processing Plant SOPs

Animal Welfare Policy

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

Animal Welfare Officer

Managers must appoint at least one trained 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 ensure that welfare standards are maintained. The installation of CCTV systems is recommended by American Humane.*

Managers, in conjunction with the AWO, must develop and implement a training program for all staff handling and slaughtering birds. They must 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 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 ensure that similar occurrences are prevented.

Turkeys must be placed in a thermally comfortable holding area immediately on arrival at the processing facility. Temperature and humidity in the holding area must be regularly monitored. The person in charge of any premises must ensure that any bird on their premises awaiting slaughter is:

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

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

SOPs for Shackling, Stunning, and Bleeding

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

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

Shackling teams must be thoroughly trained to handle the birds in such a way as to avoid injury. Birds must be unloaded in a careful manner to minimize injury and distress to the birds. Birds must be lifted and then hung on the shackles by both legs. Shackles must be of a size and a type that is specifically for turkeys and the slaughter line must run at a speed which permits the birds to be hung on properly without causing unnecessary pain or distress. Appropriate measures must be taken to prevent wing flapping and birds raising their heads before reaching the stunning bath, i.e. the use of a breast bar, curtains, reduction in noise, low light intensity, etc. Turkeys 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 turkeys must be of sufficient size and depth, and the water must not overflow at the entrance. The electrode immersed in the water must extend the length of the water bath. The stunning bath must be set at a height appropriate for the size and number of birds. In particular, the height must be set such that the heads of all birds make an effective contact with the water bath. A current sufficient to induce insensibility in all birds prior to neck-cutting must be used. The water bath must be fitted with a controller that clearly displays voltage, current, and frequency settings to accurately monitor current flow through the bath when loaded with birds.

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

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

All birds leaving the stunner must be monitored regularly to ensure that every bird has been effectively stunned. Immediate action must be taken if this is found not to be the

case. Staff must be trained to recognize the signs of an effective stun, and use these signs to recognize that birds have been effectively stunned or are dead.

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

Controlled Atmosphere Stunning

SOPs in sections P32- 37.

Auditor Evaluations of Birds at Processing Plant

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

Shackling Score

A count of 300 birds leaving the shackling area shows:

- No more than 1 bird hung on the shackles by one leg alone; and
- No more than 3 birds hung high on the shackle (i.e. by the bird's shank.)

Broken Leg Score

A count of 300 birds leaving the shackling area must show no more than 1 bird with one or both legs broken with hemorrhaging.

Stunning Score

Electric Water Bath Stunning

A count of 300 birds leaving the stunner must show no more than 3 birds missing the stun.

Missed Birds (at Automatic Knife) Score

A count of 300 birds leaving the automatic knife shows:

- No more than 3 birds that have not been properly cut by the automatic cutter; AND
- There must be a manual backup available to perform the effective ventral cut on each bird that missed the automatic cut.

Broken Wing Score

A count of 300 birds leaving the stunner must show no more than 9 birds with one or both wings either broken or dislocated.

Foot Health/ Paw Score

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

Pass/Fail Auditor Evaluations

No Instances of Willful Acts of Abuse

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

Willful acts of abuse are severe non-conformances and will not be tolerated. An investigation will be made to assess the incident and to determine whether remedial actions are required. The American Humane Certified™ program reserves the right to place the producer on probation from the program if the incident is determined to be severe. Producers that are placed on probation must implement changes to the management, training, and company policies that to the satisfaction of the American Humane Certified™ program, effectively remedy the issue, and the site must pass a follow-up audit prior to being reinstated.

Absence of Live Birds in the DOA Bin

At the shackling area, there MUST be an absence of live birds in the DOA bin.

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

Absence of Live Birds in Scalding

There MUST be an absence of live birds entering the scalding.

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

Core Criteria

Items that are essential to the “Five Freedoms of Animal Welfare” are scored higher than other questions in the audit. “Core Criteria” are scored either 25 or 50 points and must be satisfactorily addressed in order to pass the audit. These items are listed below (refer to ***Animal Welfare Standards Audit Tool*** following for full descriptions):

M1: Company Policy

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

M2: Employee Code of Conduct

An Employee Code of Conduct must be available to all personnel, in their native language. 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 own duties, and each also must be cognizant that the basic requirements such as adequate feed, water, lighting, environmental control, and biosecurity must be provided to the animals at all times. All personnel must report any incidents related to animal welfare that cause them concern. Workers must sign and date that they have been provided a copy of, and that they understand their responsibilities under, this Code of Conduct.

M11: Animal Health Plan

An Animal Health Plan (AHP) must be available in the main office. The AHP must include be developed in consultation with a qualified flock veterinarian and include records of vaccination protocols and vaccinations, treatment protocols and treatments, and other pertinent information.

M37: Monitoring of Ammonia Levels

Ammonia levels measured by the producer at the height of the turkeys at multiple locations in the house throughout the flock cycle must not exceed 25 ppm and ideally should be maintained at 10 ppm wherever possible. Provisions must be made to ensure that aerial contaminants do not reach a level at which they are noticeably unpleasant to a human observer. Effective control of ammonia levels through litter maintenance and adequate ventilation helps control levels of other aerial contaminants such as dust, HS, CO, and CO₂.

M39: Toe-Clipping Policy

The producer must have a Toe-Clipping Policy that states if poults are sourced from a hatchery that performs the toe-clipping, records must be kept with a Certificate of Conformance from the hatchery stating that toe-clipping was performed by trained personnel using the appropriate, well-maintained equipment and per all requirements detailed in this Toe-Clipping Policy. When performed on-site, toe-clipping must be performed only by trained personnel using approved procedures and appropriate, well-maintained equipment. (Note: See the ***Animal Welfare Standards Audit Tool*** for a full description.)

M40: Policy for Other Procedures

The practices of snood-trimming, caponization, and dubbing are not permitted in the American Humane Certified™ program.

M41: Beak-Trimming Policy

The producer must have a Beak-Trimming Policy that states that beak trimming/tipping may only be performed where there is a concern about cannibalism.

M43: Euthanasia Policy

A Euthanasia Policy must be available which includes provisions for humane and timely, routine and emergency, euthanasia. (Note: See the ***Animal Welfare Standards Audit Tool*** for a full description.)

FW1: Feed Access and Feed Space

Poult and turkeys 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 birds must have unrestricted, daily access to food, except prior to transport or as required by the flock veterinarian. Feeders **MUST** be specifically designed, and appropriately sized and placed, for use by turkeys and poults.

FW4: Water Access and Waterers

Poult and turkeys must have continuous access to an adequate supply of clean, fresh drinking water at all times, except immediately prior to transport. Waterers **MUST** be specifically designed, and appropriately sized and placed, for use by turkeys and poults. Turkeys must be able to drink at the same time.

E14: Ammonia Levels

Ammonia levels, measured by the auditor at the height of the poults or turkeys at multiple locations in the house, must not exceed 25 parts per million.

E17: Space Allowance

E19: Litter Score

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

E22: Exterior Access (where applicable)

Where poults or turkeys have access to the outdoors, the following provisions must be met. (Note: See the ***Animal Welfare Standards Audit Tool*** for a full description.)

E23: Gait Observations

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

T2: Food and Water Withdrawal

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

T9: Loading

The loading of turkeys through herding and the use of loading ramps, or the catching and carrying of turkeys by hand, must be per the requirements of this section.

P1: Assessments by Processing Plant Personnel

To assist in the monitoring of on-farm welfare, routine assessments (at least once per shift unless noted otherwise) must be made of birds at the processing plant and records made available to the auditor. (Note: See the ***Animal Welfare Standards Audit Tool*** for a full description.)

P18: Stunning

Electrical water bath stunning or hand-operated stunning are acceptable methods of stunning, and must follow the requirements of this section in order to ensure that birds are effectively stunned prior to slaughter.

P34 Controlled Atmosphere Stunning

Daily checklists, Observations & Inspections

Auditor Evaluations of Birds at the Processing Plant

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

P27: Shackling Score**P28: Broken Leg Score****P29: Stunning Score****P30: Missed Birds at Automatic Knife Score****P31: Broken Wing Score****P32: Paw/ Foot Health Score**

Appendix A

Farm Manual

American Humane Farm Program



American Humane Certified™ Farm Manual Turkeys

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

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

If you have questions as you fill out your responses to the standards or the required Farm Manual information, please contact the American Humane Certified™ Program at FarmAnimalProgram@AmericanHumane.org. Thank you for participating in the American Humane Certified™ 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 (p. 4)		
Employee Code of Conduct (p. 4)		
Animal Welfare Incident Report (p. 5)		
Office Records & Documentation		
Records of Production (pp. 6-9)		
Building Checklist/ Farm Data (p. 10)		
Standard Operating Procedures (p. 11)		
Emergency Response Plan (p. 12)		
Nutrition, Lighting, Animal Health Plans		
Nutrition Plan (pp. 13-14)		
Lighting Program (p. 15)		
Animal Health Plan (pp. 16-18)		
Biosecurity & Sanitation Plans		
Biosecurity Plan, Structural/ Access (p. 19)		
Biosecurity Plan, Operational (pp. 20-21)		
Cleaning & Sanitation Plan (p. 22)		
Waste Disposal Plan (p. 23)		
SOPs for Poults (p. 24)		
SOPs for Exterior Access (p. 25)		
Loading & Transportation SOPs (p. 26-27)		
Processing Plant SOPs (pp. 28-29)		
Records of Stockperson Training		
Training of all Stockpersons (p. 30)		
Specialized Training (p. 31)		
Training of On-Farm Crews (p. 32)		
Training of Outside Workers (p. 32)		
Inspections of Turkeys and Poults (p. 33)		
Inspections & Maintenance of Equipment (p. 34)		
Equipment Inspections (p. 35)		
Inspections of Water Systems (p. 35)		
Inspections of Auxiliary Water Supply (p. 35)		
Ventilation & Environmental Controls (p. 35)		
Inspections of Alarm Systems (p. 36)		
Monitoring of Ammonia (p. 36)		
Litter Maintenance Plan (p. 36)		
Policies for Husbandry Procedures		
Toe-Clipping Policy (p. 37)		
Beak-Trimming Policy (p. 38)		
Euthanasia Policy (pp. 39-41)		



American Humane Certified™ Farm Manual Templates

Note: The following templates are provided for your convenience and to assist you in assembling your Farm Manual. You may use either the forms provided, or you may substitute forms from your own farm manual/ farm management software- you do not need to submit both.

Note: These templates do not address all required documentation. Additional documentation may be required that is not listed in the following templates. Refer to the *Animal Welfare Standards* for all required documentation.

American Humane Farm Program



Company Policy & Employee Code of Conduct

Name of Producer: _____

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

Company Policy

- As a participant in the American Humane Certified™ program, this company is committed to providing an environment which promotes high standards of animal welfare, through adherence to the requirements of the **American Humane Certified™ Animal Welfare Standards** and participation in the American Humane Certified™ program.
- This company has implemented a “zero-tolerance” policy regarding willful acts of abuse towards the animals. Willful acts of abuse will not be tolerated. This includes but is not limited to: Kicking, throwing, yelling at, purposefully scaring, and other willful acts of abuse 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 birds in a positive and compassionate manner at all times.
- Each worker has the responsibility for, and is expected to contribute to, upholding high standards of animal welfare at all times as each performs his or her duties.
- In addition to the worker’s assigned duties, each worker must also be aware that the basic requirements such as adequate feed, water, lighting, ventilation, temperature control, and biosecurity must be provided to the birds at all times, and a supervisor must be notified if any of these basic necessities is lacking.
- All personnel have access to the **Animal Welfare Incident Report** or a similar company document or company protocol for reporting incidences and have been instructed to complete and submit this document or to otherwise report whenever they observe incidences related to animal welfare which cause them concern.

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

Employee Name _____

Date _____

Employee Signature _____

Supervisor _____

American Humane Farm Program



Animal Welfare Incident Report

Company and Farm Name _____ Location _____ Date of Report _____

Form to be filled out by witness. Please print.

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

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

Printed name: _____ Signature: _____ Date: _____

NOTE: This form may be submitted in confidence to: **American Humane Farm Program, 1400 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: **800-227-4645**.

IF POSSIBLE, PLEASE COMPLETE THE FOLLOWING:

I received the above report from _____ on _____
(witness) (date)

Printed name of supervisor _____ Signature _____

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

American Humane Farm Program



Records of Production (cont.) Numbers of Mortalities

Name of Producer: _____

Site Name: _____

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

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

American Humane Farm Program



Records of Production (cont.) Numbers of Culls

Name of Producer: _____

Site Name: _____

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

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



Building Checklist / Farm Data

PRODUCER:		
AUDIT FARM LOCATION:		
AUDIT FARM:	FARM MANAGER:	STOCKPERSON:
Address:	Email:	Email:
City:	Office #:	Office #:
State:	Cell #:	Cell #:
ZIP:	Alt #:	Alt #:
Country:	Fax #:	Fax #:
FARM DATA:		
<u>FOR ALL HOUSES ON-SITE:</u>		
Total Number of Houses on Site:		
Total Number of Poults on Site:		
Total Number of Turkeys on Site:		
Conventional or Organic:		
<u>FOR AUDITED HOUSE ONLY:</u>		
Audited Floor Space (ft ²):	Type of Outside Access, if Provided: <i>(N/A, run/winter garden, free-range, pasture)</i>	
Number of Birds Placed in House:	Audited Outside Space (ft²): <i>(Only if applicable)</i>	
Number of Birds at Time of Audit:	Type of Feeder, Primary: Other Feeder, if applicable:	
Mortality Rate (%/ month):	Length OR No. of Feeders: Other Feeder, if applicable: <i>(specify units of measurement)</i>	
Est. Wt. Turkeys, Time of Audit (lbs):	Type of Waterer: Other Waterer, if applicable:	
Target Weight of Turkeys (lbs):	Length OR No. of Waterers: Other Waterer, if applicable: <i>(specify units of measurement)</i>	
Yearly Number of Cycles:		
Cumulative Turkey Production: (lbs per year)		
List of Other Quality Assurance Programs:		



Standard Operating Procedures (SOPs)

Name of Producer: _____

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

“Standard Operating Procedures (SOPs)

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

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

Optional for Training Purposes:

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

Employee Name _____

Date _____

Employee Signature _____

Supervisor _____

American Humane Farm Program



Emergency Response Plan

Name of Producer: _____

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

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

Emergency Service

Telephone #

Local fire department:

Emergency water supplies:

Local Utility:

Other:

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

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

Emergency Contact

Telephone #

Alternate #

- 1.
- 2.
- 3.



Nutrition Plan

Name of Producer: _____ Site Name(s): _____

Flock ID: _____ Diet Formulation/ ID: _____

Nutritionist (or other qualified individual): _____

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

Flock Nutritionist _____

Signature _____

Date _____

American Humane Farm Program



Nutrition Plan (cont.)

Feed Suppliers:

Name:

Address:

Telephone #:

Mills used:

Major source / minor source (*circle one*)

Name:

Address:

Telephone #:

Mills used:

Major source / minor source (*circle one*)

Feed Documentation

Are feed documents available for at least one year? **Y** **N**

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

Are there records of feed constituents? **Y** **N**

Describe feed storage: _____

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

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

Y **N**

American Humane Farm Program



Lighting Program

Name of Producer: _____

Site Name(s): _____

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

Lighting

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

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

OR

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

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

American Humane Farm Program



Animal Health Plan

Name of Producer: _____

Farm Location(s): _____

Flock Dates/ Flock ID: _____

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

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

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

Flock Veterinarian _____

Signature _____

Date _____

American Humane Farm Program



Animal Health Plan (cont.)

Vaccination Program

Poults

Age

Product

Turkeys

Age

Product

Internal Parasite Control Program

External Parasite Control Program

American Humane Farm Program



Biosecurity Plan, Structural

Name of Producer: _____

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

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

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

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

Is access restricted to specific areas of farm? Y N

Are vehicles disinfected prior to entering the farm? Y N

Describe how roads and buildings are secured

American Humane Farm Program



Biosecurity Plans, Operational

Name of Producer: _____

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

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

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

Rodents

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

Birds

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

Flies

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

Foot Baths: list type used and how often solution is changed
(skip if not applicable to operation)

If used, what type of dip is it?

How often is solution changed?

American Humane Farm Program



Biosecurity Plans, Operational (cont.)

Feed and Water

Feed storage area

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

Water

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

American Humane Farm Program



Cleaning & Sanitation Plan

Name of Producer: _____

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

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

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

Buildings and Equipment Cleaning/Disinfecting Procedures

Buildings

preparation
cleaning method
disinfection
resting (drying)
drains

Equipment

preparation
cleaning method
disinfection
resting (drying)

American Humane Farm Program



Waste Disposal Plan

Name of Producer: _____

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

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

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

Are sharps containers used?

Y N

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

Y N

Type of training:

Date of completion:

American Humane Farm Program



SOPs for Poults

Name of Producer: _____

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

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

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

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

Thermal Environment

Throughout the brooder term:

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

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

Brooder Stoves and Guards

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

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

Brooder stoves/ heaters:

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

Brooder guards:

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

Lighting Program for Poults

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

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

American Humane Farm Program



SOPs for Exterior Access

Name of Producer: _____

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

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

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

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

Exterior Access Policy

The Exterior Access Policy must be available and state that:

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



Loading and Transportation SOPs

Name of Producer: _____

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

Food and Water Withdrawal

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

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

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

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

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

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

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

Animal Welfare Officer

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

Loading

By Herding and Use of Loaders:

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

Transport Coops/ Modules

Transport coops/ modules:

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

Load Supervisor

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

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



Transportation SOPs

Name of Producer: _____

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

Transportation SOPs

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

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

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

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

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

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

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

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

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

American Humane Farm Program



Processing SOPs

Name of Producer: _____

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

Processing SOPs

Animal Welfare Policy

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

Animal Welfare Officer

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

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

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

- Records of staff training are available.

The AWO must make frequent checks throughout the day to 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 ensure that similar occurrences are prevented.

Turkeys must be placed in a thermally comfortable holding area immediately on arrival at the processing facility: temperature and humidity in the holding area must be regularly monitored. The person in charge of any premises must ensure that any bird on their premises awaiting slaughter is:

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

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

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



Processing SOPs (cont.)

SOPs for the Shackling, Stunning, and Bleeding

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

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

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

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

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

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

Turkeys must not be suspended for more than 90 seconds before they are stunned.

Stunning

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

Where an electrical water stunning bath is used:

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

Where hand-held electrical stunners are used:

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

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

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

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

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

Each bird must be checked to ensure that the carotid artery has been cut effectively. This cut must be checked by the appointed member of staff who must be given sufficient time to sever the blood vessels manually, if necessary. *Carotid arteries and jugular veins must be effectively severed manually or by using automated equipment that performs a ventral cut.*

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

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

- *Note: If used, outside contractors must provide Certificate(s) of Conformance to the Processing SOPs. See Sections P32-37 for Controlled Atmosphere Stunning.*

American Humane Farm Program



Records of Stockperson Training (cont.)

Specialized Training

Name of Producer: _____

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

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

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

American Humane Farm Program



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

Name of Producer: _____

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

American Humane Farm Program



Inspections of Turkeys and Poults

Name of Producer: _____

House ID: _____

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

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

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



Equipment Inspections (cont.)

Name of Producer: _____

House ID: _____

Inspections and Maintenance of Equipment

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

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

Inspections and Maintenance of Water Systems

Records must be kept showing the following:

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

Inspections of Auxiliary Power Supply:

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

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

Ventilation & Environmental Controls

For controlled environment houses:

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

Inspections of Alarm Systems

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

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

Additionally for Automatic Ventilation Systems

Automatic ventilation systems must contain:

- An alarm that will give adequate warning of the failure of that system to function properly. *The alarm must operate even if the principle electricity supply to it has failed.*
- Additional equipment or means of ventilation (whether automatic or manual) must be available which, in the event of such a failure of the ventilation system, will provide adequate ventilation so as to prevent the poulters or turkeys from suffering unnecessary distress as a result of the failure.

- Automatic side curtains, where installed, must open automatically in the event of power failure or high temperature, with record of doing so.
- For manual side curtains, the SOPs must require the side curtains to be opened manually in the event of an emergency condition (high temperature, etc.)

Monitoring of Ammonia Levels

Records must be available showing:

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

Note: Provisions must be made to ensure that aerial contaminants do not reach a level at which they are noticeably unpleasant to a human observer. Effective control of ammonia levels through litter maintenance and adequate ventilation helps control levels of other aerial contaminants such as dust, HS, CO, and CO₂. Ammonia levels are to be maintained at less than 10 ppm wherever possible.

Litter Maintenance Plan

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

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



Policies for Husbandry Procedures

Toe-Clipping Policy

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

Policy for Other Procedures

Snood-Trimming

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

Caponization & Dubbing

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



Policies for Husbandry Procedures (cont.)

Beak-Trimming Policy

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



Euthanasia Policy

Name of Producer: _____

- *Note: “The Euthanasia Policy includes provisions for routine euthanasia (culls), end-of-flock euthanasia, and emergency euthanasia (including mass disposal during disease outbreaks such as for highly pathogenic Avian Influenza). Euthanasia and disposal of carcasses must be consistent with applicable local, state, and federal regulations.”*
- *Attach the Euthanasia Policy and applicable records, which must as a minimum conform to the following provisions:*
 - “Only properly trained farm personnel or the flock veterinarian are to perform euthanasia.
 - Training records which identify: the names of the stockpersons who have undergone training; the name of the trainer; the specific method(s) of euthanasia covered in the training; confirmation that the trainees’ competence in performing the procedure was validated by the trainer, including proper techniques and proper use of any equipment; and the date(s) that the training occurred.
 - Procedures stating that:
 - If there is any doubt as to whether euthanasia is required: the veterinarian or properly trained personnel is to be called at an early stage to advise whether treatment is possible; OR
 - If the veterinarian or properly trained personnel determine that an animal is in severe, uncontrollable pain or is unable to move on its own accord, then the animal is to be promptly 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 ensure that the animal does not suffer.
 - For other than routine culls, logs stating the reason for euthanasia, the date, the competent personnel performing the euthanasia, the numbers of animals euthanized, and the procedure used.
 - Procedures for the prompt, proper disposal of carcasses, and records of the name of the outlet through which all such carcasses are disposed, unless carcasses are disposed of on-farm, in which case records are kept of the disposal method. Disposal must meet all state, local, and/or federal regulations.

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

American Humane Farm Program



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.**

American Humane Farm Program



Euthanasia Policy (cont.) Records (cont.)

Approved Methods of Euthanasia:

Age of Birds	Euthanasia Method for Routine Culling	Emergency Euthanasia Method

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

Business name:

Veterinarian name and phone number:

Rendering or disposal service:

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

- Carcass Disposal Policy

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

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

Method used to reduce fly and odor nuisance:

Appendix B

Animal Welfare Standards
Audit Tool

American Humane Farm Program

American Humane Certified™

Turkeys

Animal Welfare Standards Audit Tool

Introduction



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

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

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

Since its origins, American Humane's farm animal welfare standards have been and continue to be a living document. The standards and the audit process are continually reviewed and updated, using the expertise of the Scientific Advisory Committee. This committee of internationally renowned animal scientists and veterinarians advances new science and regularly evaluates the standards to 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 ensures 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.*

Core Criteria

Items that are essential to the “Five Freedoms of Animal Welfare” are scored higher than other questions in the audit. “Core Criteria” are scored either 25 or 50 points and must be satisfactorily addressed in order to pass the audit. These items are listed below (refer to *Animal Welfare Standards Audit Tool* following for full descriptions):

M1: Company Policy

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

M2: Employee Code of Conduct

An Employee Code of Conduct must be available to all personnel, in their native language. 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 own duties, and each also must be cognizant that the basic requirements such as adequate feed, water, lighting, environmental control, and biosecurity must be provided to the animals at all times. All personnel must report any incidences related to animal welfare that cause them concern. Workers must sign and date that they have been provided a copy of, and that they understand their responsibilities under, this Code of Conduct.

M11: Animal Health Plan

An Animal Health Plan (AHP) must be available in the main office. The AHP must include be developed in consultation with a qualified flock veterinarian and include records of vaccination protocols and vaccinations, treatment protocols and treatments, and other pertinent information.

M37: Monitoring of Ammonia Levels

Ammonia levels measured by the producer at the height of the turkeys at multiple locations in the house throughout the flock cycle must not exceed 25 ppm and ideally should be maintained at 10 ppm. Provisions must be made to ensure that aerial contaminants do not reach a level at which they are noticeably unpleasant to a human observer. Effective control of ammonia levels through litter maintenance and adequate ventilation helps control levels of other aerial contaminants such as dust, HS, CO, and CO₂. Ammonia levels are to be maintained at less than 10 ppm wherever possible.

M39: Toe-Clipping Policy

The producer must have a Toe-Clipping Policy that states if poults are sourced from a hatchery that performs the toe-clipping, records must be kept with a Certificate of Conformance from the hatchery stating that toe-clipping was performed by trained personnel using the appropriate, well-maintained equipment and per all requirements detailed in this Toe-Clipping Policy. When performed on-site, toe-clipping must be performed only by trained personnel using approved procedures and appropriate, well-maintained equipment. (Note: See the *Animal Welfare Standards Audit Tool* for a full description.)

M40: Policy for Other Procedures

The practices of snood-trimming, caponization, and dubbing are not permitted in the American Humane Certified™ program.

M41: Beak-Trimming Policy

The producer must have a Beak-Trimming Policy that states that beak trimming/ tipping may only be performed where there is a concern about cannibalism.

M43: Euthanasia Policy

A Euthanasia Policy must be available which includes provisions for humane and timely, routine and emergency, euthanasia. (Note: See the ***Animal Welfare Standards Audit Tool*** for a full description.)

FW1: Feed Access and Feed Space

Poults and turkeys 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 birds must have unrestricted, daily access to food, except prior to transport or as required by the flock veterinarian. Feeders **MUST** be specifically designed, and appropriately sized and placed, for use by turkeys and poults.

FW4: Water Access and Waterers

Poults and turkeys must have continuous access to an adequate supply of clean, fresh drinking water at all times, except immediately prior to transport. Waterers **MUST** be specifically designed, and appropriately sized and placed, for use by turkeys and poults. Turkeys must be able to drink at the same time.

E14: Ammonia Levels

Ammonia levels, measured by the auditor at the height of the poults or turkeys at multiple locations in the house, must not exceed 25 parts per million.

E18: Space Allowances

The space allowances for adult turkeys must be based on the criteria identified in this section- gait, litter, ammonia and clean environment.

E20: Litter Score

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

E22: Exterior Access (where applicable)

Where poults or turkeys have access to the outdoors, the following provisions must be met. (Note: See the ***Animal Welfare Standards Audit Tool*** for a full description.)

E24: Gait Observations

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

T2: Food and Water Withdrawal

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

T9: Loading

The loading of turkeys through herding and the use of loading ramps, or the catching and carrying of turkeys by hand, must be per the requirements of this section.

P1: Assessments by Processing Plant Personnel

To assist in the monitoring of on-farm welfare, routine assessments (at least once per shift unless noted otherwise) must be made of birds at the processing plant and records made available to the auditor. (Note: See the ***Animal Welfare Standards Audit Tool*** for a full description.)

P18: Stunning

Electrical water bath stunning or hand-operated stunning are acceptable methods of stunning, and must follow the requirements of this section in order to ensure that birds are effectively stunned prior to slaughter.

Auditor Evaluations of Birds at Processing Plant

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

P27: Shackling Score

P28: Broken Leg Score

P29: Stunning Score

P30: Missed Birds at Automatic Knife Score

P31: Broken Wing Score

P32: Paw/ Foot Health Score

Pass/Fail Audit Items

The following items must be satisfied in order to pass the audit. Failure of these items will result in failure of the audit, and may result in the farm being suspended from the program. (Note: See the ***Animal Welfare Standards Audit Tool*** for a full description.)

P/F 1: No Instances of Willful Acts of Abuse

P/F 2: Absence of Live Birds in the DOA Bin

P/F 3: Absence of Live Birds in the Scalders

Audit Scoring

- The American Humane Certified™ program audits are conducted by independent, 3rd party auditors, each specialist in their respective species, in order to ensure objectivity, transparency, and accountability.

Score Process

There are 127 audit items for 1416 total points possible on the **Animal Welfare Standards Audit Tool for Turkeys**. (There are additional audit items possible for Free-Range.) 26 audit items, totaling 800 points, are related to Core Criteria items on this audit- these Core Criteria questions have score values of 25, 50 or 100 points. In order for a farm to be certified by the **American Humane Certified™** program, each site must meet an audit score of 85% based on the score of Total Points Achieved versus Total Points Achievable score, and all Non-Conformances must be corrected. Additionally, there are 3 Pass/Fail audit items. These three audit items MUST be addressed satisfactorily in order to pass the audit.

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

a.) Total Points Possible			b.) Total NA's	c.) Adjusted Points Achievable	d.) Total Points Achieved	Overall Audit Percentage
Items	Value	Points	Example	Example	Example	
1	100	100	(core)	100	100	
3	50	150	(core)	150	150	
22	25	550	(core)	550	550	
43	10	430	1 @ 10	420	400	
62	3	186	4 @ 3	174	165	
A.) Total Points Possible			B.) Total NA's	C.) Total Points Achievable	D.) Total Points Achieved	D./C. = Overall Audit Percentage
=1416			=22	= A.-B. =1416-22 =1394	= 1365	Example= 1365/1394=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 (NA) audit items. Subtract the Total NA's from the Total Points Possible for all items. This will give you the Adjusted Points Achievable for the audit.

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

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

- Each site must have an Overall Audit Percentage of 85% or above and each of the Pass/Fail items must be addressed satisfactorily in order for a site to pass the audit.

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

A Corrective Action Plan is submitted online to American Humane within 10 days of the Non-Conformance Report date. The Corrective Action Plan describes the items identified through the audit process and the corrective actions that will be taken by the producer.

Corrective Action Completion

The Corrective Action Plan is completed within 90 days and a Corrective Action Completion form is submitted online with supporting documentation. Producers are subject to a re-audit at the discretion of the American Humane Certified™ program after plan completion. Variances are permitted through submission to the American Humane Certified™ program and upon approval. Producers are encouraged to report to the American Humane Certified™ program on their progress on corrective actions throughout the correction period.

- Farms in the American Humane Certified™ program are expected to maintain high welfare standards throughout the term of their certification. If it is determined after an audit that a farm in the American Humane Certified™ program has fallen out of compliance, the farm is immediately suspended from the program. Suspended farms must verify correction of the non-conformances and pass a new audit before being reinstated. The American Humane Certified™ program reserves the right to perform spot checks at any time during the certification period.



**American Humane Certified™
Farm Data Form
Turkeys**

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

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 #:
POULT SUPPLIER:	TRANSPORTER:	PROCESSOR:
NAME:	NAME:	NAME:
Address:	Address:	Address:
City, State ZIP:	City, State ZIP:	City, State ZIP:
Country:	Country:	Country:
Contact:	Contact:	Contact:
Contact #:	Contact #:	Contact #:

FARM DATA:**FOR ALL HOUSES ON-SITE:**

Total Number of Houses on Site:

Total Number of Poults on Site:

Total Number of Turkeys on Site:

Conventional or Organic:**FOR AUDITED HOUSE ONLY:****Type of Outside Access, if Provided:***(N/A, run/winter garden, free-range, pasture)*Audited Floor Space (ft²):**Audited Outside Space (ft²):***(Only if applicable)*

Number of Birds Placed in House:

Number of Birds at Time of Audit:

Type of Feeder, Primary:**Other Feeder, if applicable:**

Mortality Rate (%/ month):

Length OR No. of Feeders:**Other Feeder, if applicable:***(specify units of measurement)*

Est. Wt. Turkeys, Time of Audit (lbs):

Target Weight of Turkeys (lbs):

Yearly Number of Cycles:

Type of Waterer:**Other Waterer, if applicable:**

Cumulative Turkey Production:

*(lbs per year)***Length OR No. of Waterers:****Other Waterer, if applicable:***(specify units of measurement)*

Additional Farm Notes:

List of Other Quality Assurance Programs:

Audit Notes

- *The American Humane Certified™ standards are written to cover facilities in varying geographic and temperature regions and facilities utilizing different systems. Therefore, not all sections in these standards apply to every facility. Farmers must comply with any local, state or federal mandates for handling and processing turkeys that affect the environment or safety of their product.*
- *If an outside company is used for other processes such as transport, processing, etc., auditors must verify this process by observing the practices being conducted. If this is not a viable option for the site, then the company needs to be able to show documentation that the individuals are properly trained in these areas. This can be accomplished through training documents, employee interviews, and/or the Certificate of Conformances.*
- *If the auditor observes willful acts of abuse 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. An investigation will be made to assess the incident and to determine whether remedial actions are required. If the incident is determined to be severe, the producer may be placed on probation from the program. Producers who are placed on probation must implement changes to the management, training, and company policies which to the satisfaction of American Humane Certified™ program effectively remedy the issue, and the site must pass a follow-up audit prior to being reinstated in the program. (See also “Pass/Fail Auditor Observations” at the end of the audit.)*

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.

Office Records/ Management

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

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

Company Policy & Employee Code of Conduct

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

<p>M3</p>	<p>Animal Welfare Officer Each company must have at least one designated Company Animal Welfare Officer (AWO). The Company AWO is the individual designated as responsible for ensuring the implementation of animal welfare policies and for monitoring operations to ensure that high standards of animal welfare are being provided to the animals at all times.</p> <p>➤ <i>Auditor note: The owner/ operator or license manager may designate him or herself as the AWO.</i></p>	<p> <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A </p>	<p>__ /10</p>
<p>M4</p>	<p>Annual Self-Evaluation of Animal Welfare Each site must have records of a self-evaluation (-assessment/ -audit) of animal welfare, conducted once yearly at a minimum.</p> <ul style="list-style-type: none"> <input type="checkbox"/> The self-evaluation (-assessment/ -audit) must include evaluation of management, as well as the animals' environment and the condition of the animals themselves at each site. It is recommended that the producer conduct a mock audit using the American Humane Certified™ Animal Welfare Audit Tool OR the producer may follow company or other protocols for self-evaluation/ mock audits that meet the above criteria. <input type="checkbox"/> Where the self-evaluation (-assessment/ -audit) identified non-conformances, records either must describe the corrective actions that were taken to address the non-conformance, or must detail the timeline for full implementation of corrective actions including intermediate steps. <input type="checkbox"/> The self-evaluation (-assessment/ -audit) must include the evaluation of existing company protocols related to animal welfare for effectiveness. Records must note any changes that were made as a result. <p>Note: By Jan. 1, 2017, all sites must have a record of the self-evaluation of animal welfare that occurred within the previous 12 months.</p> <p>➤ <i>Auditor note: Until Jan. 1, 2017, score this question as either "Yes" or as "N/A." After this date, score this question as either "Yes" or "No".</i></p>	<p> <input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> N/A </p>	<p>__ /10</p>

Office Records & Documentation

<p>M5</p>	<p>Records of Production Comprehensive production records must be available for at least one year in electronic, graphic, or tabular form for each flock, recording performance parameters including but not limited to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> animal movement logs (i.e. dates of placement and of loading); <input type="checkbox"/> target turkey weights and age of flock at loading; <input type="checkbox"/> numbers of mortalities (with reasons stated, if known); <input type="checkbox"/> numbers of cull birds (with reasons stated); and <input type="checkbox"/> feed intake and water consumption. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>M6</p>	<p>Building Checklists Records must be available for at least one year for each house with the following information for previous and current flocks in that house:</p> <ul style="list-style-type: none"> <input type="checkbox"/> total floor area available; <input type="checkbox"/> total number of birds placed; <input type="checkbox"/> target weight of birds at loading; <input type="checkbox"/> total numbers of waterers and feeders; and <input type="checkbox"/> target air quality parameters and ammonia levels. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>M7</p>	<p>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:</p> <ul style="list-style-type: none"> o inspections of animals and facilities; o inspections of equipment, routine maintenance and cleaning, and back-up protocols; o monitoring and recording of periodic ammonia readings; o maintenance and management of litter; o any biosecurity protocols (e.g. maintaining nets, checking rodent bait, etc.); o maintenance and testing of auxiliary power supply (if applicable); o maintenance and testing of alarm systems (if applicable); o maintenance and testing of automatic ventilation systems (if applicable); o specific SOPs for poults; o exterior access SOPs (where applicable); o handling/ loading & transportation SOPs; and o any additional procedures to maintain compliance with any applicable local, state, and federal regulations. <p>➤ <i>Auditor note: mark "Yes" if SOPs for miscellaneous activities and procedures are available; mark "No" if they are not.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>

M8	<p>Emergency Response Plan An Emergency Response Plan must be available at the main office. This plan must include:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Contingency plans and precautions to cope with severe events/ emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by responsible personnel in the event of severe events/ emergencies such as fire, floods, storms or other severe weather, interruption of power or water, interruption of supplies, etc. <input type="checkbox"/> Procedures to ensure that responsible individuals (and alternates, if necessary) can be notified. This should include primary and alternate contact numbers for these individual(s) responsible for reacting to emergencies, i.e. farm workers/ managers, family members, and/or owner as appropriate. <i>Note: it is recommended to provide contact numbers for at least three responsible workers and/or family members when possible, and a “telephone tree” to ensure that all responsible parties may be contacted if necessary.</i> <p><i>Note: The ERP should also include emergency contact information and numbers, i.e. site address and other relevant information, contacts for fire department, local utilities, etc.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
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Animal Health, Nutrition, & Lighting Plans

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

<p>M11</p>	<p>Flock Health Monitoring Program A Flock Health Monitoring Program must be included as part of the AHP and must:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Detail the protocols and procedures for the continuous monitoring of flock health for indicators of disease and production disorders; <input type="checkbox"/> Be developed under the guidance and approval of the flock veterinarian; <input type="checkbox"/> Identify the specific health criteria to be monitored; <input type="checkbox"/> Designate the personnel responsible for monitoring; and <input type="checkbox"/> Establish the tolerance limits which trigger the immediate implementation of a program of remedial action and, where necessary, a veterinary investigation. <p style="padding-left: 40px;">Where a problem is identified as defined by the Flock Health Monitoring Program, rates of inspections must be increased until the problem is mitigated. If the mortality within a house is in excess of 0.5% in a 24-hour period, a veterinary investigation must be made to determine the cause and remedy the problem.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
<p>M12</p>	<p>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:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Action plans to remedy any problems which cause animal performance parameters to fall below tolerance limits; <input type="checkbox"/> Procedures to be followed in the event of an outbreak of abnormal behavior (such as aggression or fighting among birds) including appropriate and immediate changes in the system of management, with records kept. Problems that may be genetic or related to incubation need to be addressed in consultation with the flock veterinarian; <input type="checkbox"/> Management plans for the prevention of suffering from chronic joint disease or leg deformation, which includes: <ul style="list-style-type: none"> o The monitoring and assessment of daily inspection logs for culls due to leg abnormalities and/or deformities to ensure that an increasing problem is not developing, and where found, o Recommendations and guidance from the flock veterinarian to alleviate/ prevent such instances; <input type="checkbox"/> Action plans for the mitigation/ prevention of recurring injuries seen in a number of birds to suggest that there is a common cause and that is attributable to physical features of the environment or handling procedure; and <input type="checkbox"/> The program adopted and followed for the reduction and control of organisms that cause food safety concerns. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
<p>M13</p>	<p>Nutrition Plan A Nutrition Plan must be available at the main office. This plan includes:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Certification or proof that the diet has been developed in consultation with a qualified poultry nutritionist; <input type="checkbox"/> Specifications for a diet that is adjusted as appropriate to the turkeys' age and species/strain in order to promote balanced nutrition; <input type="checkbox"/> Changes to the diet must be introduced gradually. <input type="checkbox"/> Retention of feed records for one year, including identification of the FDA-licensed feed mill and feed constituents/concentrates used at each site. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>

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

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

Specific SOPs for Poults

M19	<p>Poults must be sourced from a location which conforms to the requirements of the American Humane Certified™ Animal Welfare Standards for Hatcheries. This must be documented through (<i>select only as appropriate</i>):</p> <ul style="list-style-type: none"> <input type="checkbox"/> American Humane Certification of a company hatchery, or <input type="checkbox"/> American Humane Certification of an outside hatchery, or <input type="checkbox"/> Certificate of Conformance from an outside hatchery. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M20	<p>The poults must be inspected a minimum of twice daily, with records kept of mortalities and culls.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
M21	<p>Thermal Environment Throughout the brooder term:</p> <ul style="list-style-type: none"> <input type="checkbox"/> From the first day, the poults must be handled carefully and placed in an appropriate thermal environment, as determined by the behavior of the poults. <i>If needed in order to maintain an appropriate thermal environment, the poults must be placed within brooder guards (rings).</i> <input type="checkbox"/> The behavior of the poults must be closely monitored throughout the brooding period and the brooder area design must allow poults to move freely toward or away from the brooder heater. <input type="checkbox"/> The space per poult and the brooder heaters/guards (where used) must be adjusted accordingly in order to maintain the appropriate thermal environment. <p><i>See Supplement 1: Poult Thermal Levels at the end of the audit tool for a graphic to help determine whether the arrangements of the brooder stoves and guards (where used) are maintaining appropriate thermal conditions, based on the behavior of the poults.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M22	<p>Brooder Stoves and Guards Brooder stoves/heaters and brooder guards (where used) must be carefully placed and maintained throughout the brooder period.</p> <ul style="list-style-type: none"> <input type="checkbox"/> The placement and maintenance of brooder heaters must minimize the risk of fire and emission of carbon monoxide. <p><u>Brooder stoves/ heaters:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Brooder stoves/ heaters must be used as necessary to maintain the recommended thermal environment or until the pouts are ranged or relocated to growing facilities. <input type="checkbox"/> Stoves/ heaters must be raised/ lowered as necessary throughout the brooder period to maintain the optimal/ recommended thermal environment and to keep poults from roosting on them. <input type="checkbox"/> Stove/ heater temperature settings must be monitored and adjusted as needed to maintain the optimal/ recommended thermal environment according to regular observations of poult behavior. <p><u>Brooder guards:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Brooder guards (rings) must be used as needed to maintain an appropriate thermal environment for young poults, as determined by their behavior. <input type="checkbox"/> Brooder guards must be of an appropriate height to minimize jumping, and the guard diameter around the stoves must be adjusted to maintain the optimal/ recommended thermal environment according to regular observations of poult behavior. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

M23	<p>Lighting Program for Poults</p> <ul style="list-style-type: none"> <input type="checkbox"/> The lighting program used for the poults must be recorded. It is acceptable but not required to leave the lights on for the first three nights of the poult adjustment period. The poults and the lights should be checked four times every 24 hours during the adjustment period. <i>Note: Each day thereafter, it is recommended to increase the dark period by 1 hour per day until 6 hours of darkness is reached.</i> <input type="checkbox"/> Light levels for poults 14 days or younger should be a minimum of 20 lux (2 foot-candle). 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
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Exterior Access SOPs

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

- Note: For Organic farms, provisions from the applicable Organic standards (i.e. NOP for US production) must also be followed in addition to any provisions noted in the American Humane Certified™ standards. Where provisions from the applicable Organic standards differ from the American Humane Certified™ standards, the applicable Organic standards for exterior access should be followed.

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

Loading and Transportation SOPs

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

The continuing education of personnel who have day-to-day contact with the poults and turkeys is one of the most important ways to 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.

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

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

Training of Outside Workers

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

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

<p>M31</p>	<p>Inspections and Maintenance of Equipment Stockpersons must inspect and maintain all equipment on which the poults and turkeys depend on a daily basis, whether the equipment is manual or automatic. Stockpersons must also perform routine, scheduled maintenance as defined in the SOPs, and records of maintenance must be kept. Where a defect is found (whether on inspection or at any other time):</p> <ul style="list-style-type: none"> <input type="checkbox"/> It must be rectified immediately, and records must be kept of the nature of the defect and how the defect was rectified; or <input type="checkbox"/> If the defect cannot be rectified immediately, the records must detail the measures as specified in the SOPs that the stockperson followed in order to safeguard the birds from suffering unnecessary pain or distress as a result of the defect. Records show that these measures were maintained until the defect was rectified. <input type="checkbox"/> Routine maintenance must be performed per the equipment manufacturer's recommendations, with records kept. 	<p> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A </p>	<p>/3</p>
<p>M32</p>	<p>Inspections and Maintenance of Water Systems Records must be kept showing the following:</p> <ul style="list-style-type: none"> <input type="checkbox"/> water availability is checked daily; <input type="checkbox"/> water flow rate is monitored and recorded weekly and is verified using water meters or the graduated cylinder methodology; <input type="checkbox"/> water lines are flushed between flock cycles; and <input type="checkbox"/> poult drinkers especially are maintained in a clean and sanitary condition. <input type="checkbox"/> No dirty water may be dumped in the houses but instead must be properly disposed of outside the house. 	<p> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A </p>	<p>/3</p>
<p>M33</p>	<p>Inspections of Auxiliary Power Supply:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Records must be kept showing that an auxiliary power supply (such as a standby generator), is available on-site and is tested periodically according to manufacturer recommendations with the outcome of the test documented. <input type="checkbox"/> Records must show that the auxiliary power supply is capable of providing instant start and has sufficient capacity to operate critical equipment such as fans, feeders, waterers, and lights for at least 24 hours. <p>➤ <i>Auditor note: mark "N/A" for sites, which rely on manually operated equipment. An Auxiliary Power Supply is not required in these locations.</i></p>	<p> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A </p>	<p>/3</p>

M34	<p>Ventilation & Environmental Controls For controlled environment houses:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Maximum and minimum temperatures must be monitored daily. <input type="checkbox"/> Ventilation equipment must be checked daily and maintained for proper operation. <input type="checkbox"/> Ventilation rates must be monitored daily and adjustments made in order to maintain minimum ventilation requirements and to maintain air quality parameters. <input type="checkbox"/> Documentation on ventilation system must be available that includes information on design, capacity, and CFM rating. <input type="checkbox"/> A backup plan must be in place to safeguard birds from suffering pain or distress as a result of a malfunction of the ventilation equipment. 	<ul style="list-style-type: none"> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A 	/3
M35	<p>Inspections of Alarm Systems For controlled environment houses, alarm systems must be installed and functional for giving notification in the event of an emergency (e.g. during a power failure, high temperatures, water failure, etc.)</p> <ul style="list-style-type: none"> <input type="checkbox"/> For controlled environment houses, records must be kept showing that alarm systems (audible & remote) are tested monthly, with the outcome of the test documented. <input type="checkbox"/> Records must show that the alarm systems are operational even if the principal electricity has failed. 	<ul style="list-style-type: none"> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A 	/3
M36	<p>Additionally for Automatic Ventilation Systems Automatic ventilation systems must contain:</p> <ul style="list-style-type: none"> <input type="checkbox"/> An alarm that will give adequate warning of the failure of that system to function properly. <i>The alarm must operate even if the principle electricity supply to it has failed.</i> <input type="checkbox"/> Additional equipment or means of ventilation (whether automatic or manual) must be available which, in the event of such a failure of the ventilation system, will provide adequate ventilation so as to prevent the poults or turkeys from suffering unnecessary distress as a result of the failure. 	<ul style="list-style-type: none"> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A 	/3
M37	<ul style="list-style-type: none"> <input type="checkbox"/> Automatic side curtains, where installed, must open automatically in the event of power failure or high temperature, with record of doing so. <input type="checkbox"/> For manual side curtains, the SOPs must require the side curtains to be opened manually in the event of an emergency condition (high temperature, etc.) 	<ul style="list-style-type: none"> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A 	/3

<p>M38</p>	<p>Monitoring of Ammonia Levels Records must be available showing:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Results of tests of ammonia levels at poult placement (if poults are <i>not</i> placed on new litter) and at one month intervals thereafter, with the final measurement taken at two weeks prior to loading. (Note: measurements should be performed prior to any tilling. <u>See “Litter Maintenance Plan” below also.</u>) <input type="checkbox"/> Ammonia levels, measured by the producer at the height of the animals at multiple locations in the house, must not exceed 25 parts per million (ppm), and ideally should be maintained at less than 10 ppm. <input type="checkbox"/> If any ammonia test result is in excess of 25 ppm, records must show that a program of ammonia mitigation was implemented. Along with a description of the steps taken to reduce ammonia levels, records must show that testing was performed weekly until ammonia levels dropped below 25 ppm. <p><i>Note: Provisions must be made to ensure that aerial contaminants do not reach a level at which they are noticeably unpleasant to a human observer. Effective control of ammonia levels through litter maintenance and adequate ventilation helps control levels of other aerial contaminants such as dust, H₂S, CO, and CO₂. Ammonia levels are to be maintained at less than 10 ppm wherever possible.</i></p> <ul style="list-style-type: none"> ➤ <i>Auditor note: Score “Yes” to this item if records show that the producer conducted ammonia testing for each flock as indicated; AND that either:</i> <ul style="list-style-type: none"> ○ <i>All results of ammonia levels were less than 25 ppm, OR</i> ○ <i>If records show that ammonia levels exceeded 25 ppm at any time for any reason, that the producer immediately implemented an ammonia mitigation program. Along with a description of the mitigation program, there must be records that daily tests were performed until confirmation that the program was effective, i.e. until ammonia levels dropped below 25 ppm.</i> <p><i>Otherwise, score “No” to this item.</i></p> <ul style="list-style-type: none"> ➤ <i>Auditor note: Air quality and ammonia levels must be evaluated on-site on the day of the audit. See E12-14.</i> 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>M39</p>	<p>Litter Maintenance Plan The SOPs and training manuals must have a section detailing proper maintenance of litter, and must include that:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Litter must be maintained at an optimum moisture level, with enough moisture to limit dust but dry enough so that there is no free water when squeezed in the hand. <input type="checkbox"/> Litter must not be allowed to become wet or otherwise harmfully contaminated. <input type="checkbox"/> Litter that is wet or otherwise contaminated is not introduced into the housing. <input type="checkbox"/> Wet litter resulting from accidental flooding is replaced. <input type="checkbox"/> If litter is tilled, ventilation rates must be adjusted as necessary immediately after tilling to mitigate the temporary increase in ammonia levels. <p><i>Auditor note: Litter quality must be evaluated on-site on the day of the audit. See E19-E20.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>

Policies for Husbandry Procedures

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

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

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

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

Poults and turkeys must have freedom from hunger, thirst, and malnutrition by ready access to fresh water and a diet designed to maintain full health and promote a positive state of well-being. Feed and water must be distributed in such a way that poults and turkeys can eat and drink without undue competition.

Food

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

Water

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

On-Site/ Environment

The environment in which poults or turkeys are kept must take into account their welfare needs and be designed to protect them from 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 flocks. Poults and turkeys must be protected from pain, injury, and disease, and their environment must be conducive to good health.

Auditor Evaluation of Buildings

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

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

Auxiliary Power & Alarm Systems

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

E12	<p>The birds must be maintained in a thermally comfortable environment at all times according to the breeder guidelines for their age.</p> <p>➤ <i>Auditor note: An evaluation of the birds' behavior must demonstrate that the birds are adapted to the ambient thermal conditions, and are not under stress due to excessive cold or excessive heat</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
E13	<p>Monitoring of Thermal Environment A thermometer or other means for the remote monitoring of the temperature (such as at an onsite location or the main office) must be available.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
E14	<p>Ammonia Levels Ammonia levels, measured by the auditor at the height of the poults or turkeys at multiple locations in the house, must not exceed 25 parts per million.</p> <p>➤ <i>Auditor note: measure ammonia levels at the height of the birds at a minimum of 5 random locations in the house. At no location should the ammonia exceed 25 ppm. The locations for sampling ammonia should include the front of the house, the back of the house, and three locations between in a zigzag pattern from side to side. Locations within 2' of the water line should be omitted.</i></p> <p>_____ Measured maximum ammonia in PPM (<i>must be ≤ 25 ppm</i>) _____ Average house ammonia in PPM</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

Lighting

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

Space Allowance (Indoor Housing)

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

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

Environmental Enrichments

E20	<p>The producer is strongly encouraged to provide appropriate environmental enrichments to the turkeys after 10 to 12 weeks of age, such as hanging ‘toys’, short perches, alfalfa, etc.</p> <p>➤ <i>Auditor note: this question is scored either “Yes” if enrichments are provided, or “N/A” if they are not. Do not score this question “No”. If “Yes”, provide short description of the enrichments provided in the “Notes” below.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
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Exterior Access

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

- Note: For Organic farms, provisions from the applicable Organic standards (i.e. NOP for US production) must also be followed in addition to any provisions of the American Humane Certified™ standards. Where provisions from the American Humane Certified™ standards differ from the applicable Organic standards, the applicable Organic standards for exterior access should be followed.

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

Auditor Evaluations of Birds on Farm

E23	<p>Gait Observations</p>		
	<p><u>Gait Observations</u></p> <p><input type="checkbox"/> No more than 5% of the birds may show difficulty walking (walking with a limp making awkward movements, but being able to walk at least 5 feet.)</p> <p>➤ <i>Auditor note: the producer must have performed the daily inspection of the house before the audit, and any birds that are unable to walk must have been humanely and immediately euthanized.</i></p> <p>➤ <i>Auditor note: Slowly walk through 1/3 of the house, and record the number of birds that walk with a limp making awkward movements, but that are still able to walk at least 5 feet (after being goaded gently, if needed). If this number is less than or equal to 5%, score "Yes" on this item, otherwise, score "No".</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

Transport

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

Training of Loading, Handling, and Transport Crews

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

Loading & Handling SOPs

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

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

Loading

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

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

Transport SOPs

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

Transport SOPs must be available and include the following protocols:

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

Processing Plant

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

Processing Plant Records

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

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

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

P4	<p>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.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
P5	<p>Animal Welfare Officer Managers must appoint at least one trained Processing Plant Animal Welfare Officer (AWO), who is trained in the requirements of the animal welfare policy and is responsible for its implementation. <i>A number of processing plants have installed closed circuit television (CCTV) monitors within the holding and slaughter areas. This allows those responsible for animal welfare including the AWO to ensure that welfare standards are maintained. The installation of CCTV systems is recommended by American Humane.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
P6	<p>The AWO must make frequent checks throughout the day to 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.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
P7	<p>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 ensure that similar occurrences are prevented.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
P8	<p>Turkeys must be placed in a thermally comfortable holding area immediately on arrival at the processing facility: temperature and humidity in the holding area must be regularly monitored. The person in charge of any premises must ensure that any bird awaiting slaughter is placed in a thermally comfortable holding area immediately on arrival at the processing facility. Immediate action MUST be taken to remedy conditions if any birds are found to be suffering from heat or cold stress. Birds awaiting slaughter must be:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Provided with shade/ protection from direct sun and from adverse weather, i.e. wind, rain, hail, snow, etc.; <input type="checkbox"/> Provided with means to mitigate the risk of heat stress through the use of fans and misting equipment. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
P9	<p>Standby equipment, e.g. a generator, must be available for emergency breakdowns, and/ or the processor must have an effective contingency plan to cope with extenuating circumstances.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

SOPs for the Shackling, Stunning, and Bleeding

P10	The shackling line must be located in an enclosed or sheltered area. Where loose birds are found they must be taken immediately to the hanging area or, if injured, immediately and humanely euthanized away from the line.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
P11	Processing plant managers must ensure that sufficient personnel are employed on shackling lines at all times to ensure due care and diligence.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
P12	Personnel working on the shackling lines must be rotated frequently to avoid fatigue.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
P13	Shackling teams must be thoroughly trained to handle the birds in such a way as to avoid injury. Birds must be unloaded in a careful manner to minimize injury and distress to the birds.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
P14	Birds must be lifted and then hung on the shackles by both legs.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
P15	Appropriate measures must be taken to prevent wing flapping and birds raising their heads before reaching the stunning bath, i.e. the use of a breast bar, curtains, reduction in noise, low light intensity, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
P16	Shackles must be of a size and a type that is specifically for turkeys and the slaughter line must run at a speed that permits the birds to be hung on properly without causing unnecessary pain or distress.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
P17	Turkeys must not be suspended for more than 90 seconds before they are stunned.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
P18	<p>Stunning Electrical water bath stunning, controlled atmosphere stunning (CAS), low atmospheric pressure stunning (LAPS) or hand-operated stunning are acceptable methods of stunning:</p> <p><u>Where an electrical water stunning bath is used:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> The water bath stunner must be designed and set up to prevent birds from receiving pre-stun shocks. <input type="checkbox"/> The water bath used for stunning turkeys must be of sufficient size and depth, and the water must not overflow at the entrance. The electrode immersed in the water must extend the length of the water bath. <input type="checkbox"/> The stunning bath must be set at a height appropriate for the size and number of birds. In particular, the height must be set such that the heads of all birds make an effective contact with the water bath. <input type="checkbox"/> A current sufficient to induce insensibility in all birds prior to neck-cutting must be used. <input type="checkbox"/> The water bath must be fitted with a controller that clearly displays voltage, current, and frequency settings to accurately monitor current flow through the bath when loaded with birds. <p><u>Where hand-held electrical stunners are used:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> The birds must be restrained in a cone or on a shackle. <input type="checkbox"/> They must be stunned immediately after shackling. <input type="checkbox"/> The stunning electrodes must be placed carefully and firmly in the optimum position (between the ear and the eye). <input type="checkbox"/> Stunners must be operated until initial wing flapping ceases, or until the legs become rigid and extended. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

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

Auditor Evaluations of Birds at Processing Plant

<p>P26</p>	<p>Shackling Score A count of 300 birds leaving the shackling area shows:</p> <ul style="list-style-type: none"> <input type="checkbox"/> No more than 1 bird hung on the shackles by one leg alone; and <input type="checkbox"/> No more than 3 birds hung high on the shackle (i.e. by the bird's shank.) <p><i>Shackles must be of a size and type specifically for turkeys, and the slaughter line must run at a speed which permits hanging of the bird correctly causing no unnecessary pain or distress.</i></p> <p>➤ <i>Auditor note: where the Shackling Score results in a "No" response, management must be notified and the non-conformance must be corrected immediately.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>P27</p>	<p>Broken Leg Score A count of 300 birds leaving the shackling area must show no more than 1 bird with one or both legs broken with hemorrhaging.</p> <p>➤ <i>Auditor note: Only score broken legs with hemorrhaging.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>P28</p>	<p>Stunning Score <u>Electric Water Bath Stunning</u> A count of 300 birds leaving the stunner must show no more than 3 birds missing the stun.</p> <p>➤ <i>Auditor note: where the Stunning Score results in a "No" response management must be notified and the non-conformance must be corrected immediately.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>P29</p>	<p>Missed Birds (at Automatic Knife) Score A count of 300 birds leaving the automatic knife shows:</p> <ul style="list-style-type: none"> <input type="checkbox"/> No more than 3 birds that have not been properly cut by the automatic cutter; AND <input type="checkbox"/> There must be a manual backup available to perform the effective ventral cut on each bird that missed the automatic cut. <p>➤ <i>Auditor note: where the Score for Missed Birds at the Automatic Knife results in a "No" response, management must be notified and the non-conformance must be corrected immediately.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>P30</p>	<p>Broken Wing Score A count of 300 birds leaving the stunner must show no more than 9 birds with one or both wings either broken or dislocated.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>P31</p>	<p>Foot Health/ Paw Score A count of 300 birds must show no more than 30 birds with Foot Pad Score of 3, 4, or 5 on the "Poultry Intellimetrics" 5-point scale.</p> <p><i>Reference: National Turkey Federation (NTF). 2014. NTF Animal Care Guidelines: Addendum Fact Sheet. Foot Pad Scores "Poultry Intellimetrics USA pododermatitis scoring system"</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>

SOPs for CAS

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

<p>P32</p>	<p>Training of Personnel Operators must be able to demonstrate the ability to operate the equipment correctly and perform routine maintenance. Documentation must be available confirming that operators of CAS equipment have been provided specific training, appropriate to their level of operation and in the operator's native language, including but not limited to training for:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Procedures for starting up, using, and shutting down equipment; <input type="checkbox"/> Correct operation of equipment and the duties and responsibilities of each operator; <input type="checkbox"/> Expected operation of equipment and how to recognize when equipment is not operating correctly or is not calibrated; <input type="checkbox"/> Instructions for performing routine maintenance and troubleshooting; <input type="checkbox"/> Protocol to be followed in the event of alarms or error messages, and how to distinguish between minor alerts and those problems which warrant immediate shutdown of the equipment; and <input type="checkbox"/> Protocol to be followed in the event of equipment or power failure. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
<p>P33</p>	<p>Standard Operating Procedures (SOPs) Standard Operating Procedures (SOPs) must be available in the form of a written manual for operators of the equipment, provided in the operator's native language, which includes the following information:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Daily checklists and inspections; <input type="checkbox"/> Warning signs and troubleshooting; <input type="checkbox"/> Schedules for routine maintenance; <input type="checkbox"/> Protocols to be followed in the event of deviations from expected equipment function (i.e. when the equipment may be repaired in house and when the manufacturer needs to be called. This does not include defects or failures of the primary equipment, which shall automatically result in the system being shut down and the manufacturer and American Humane being notified); <input type="checkbox"/> Protocols for manually opening CAS chamber and evacuating the birds in the event of power failure or equipment breakdown. (<i>Note: CAS equipment should open automatically in the event of power failure or equipment breakdown.</i>) <input type="checkbox"/> Protocols to be followed in the event of power failure, including back-up procedures (i.e., use of electric stun baths or other method of stunning approved by American Humane). 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>

<p>P34</p>	<p>Daily Checklists, Observations, & Inspections Records must be available documenting that daily procedures and inspections are being performed, including as a minimum:</p> <ul style="list-style-type: none"> <input type="checkbox"/> System Start-Up Checks: <ul style="list-style-type: none"> <input type="checkbox"/> Sensors are working properly. <input type="checkbox"/> All cameras are working properly. <input type="checkbox"/> No alarms are present. <input type="checkbox"/> Leak Test: <ul style="list-style-type: none"> <input type="checkbox"/> Automatic leak tests are performed on each chamber as a minimum once per day, verified on the main screen. <input type="checkbox"/> Chambers that pass are indicated with a green light. The operator must verify daily that each chamber in use has passed the leak test. <input type="checkbox"/> If any chambers fail, indicated with a red light, the system shall be put into bypass and back up protocols shall be followed (i.e. use of electric stun baths or other stunning method approved by American Humane). <input type="checkbox"/> Operation of Cycle: <ul style="list-style-type: none"> <input type="checkbox"/> The Operator must remain vigilant and is responsible for continuous observation of the indicators of system performance while it is in operation. <p><i>Note: the CAS Operator has the ability to set delay times for start of cycle, but this does not affect the time of chamber cycle.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>P35</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Defective Cages: <ul style="list-style-type: none"> <input type="checkbox"/> The Operator must be vigilant for defective cages. If a cage does not sequence through the system properly, the Operator must pause the system and manually sequence the defective cage; and <input type="checkbox"/> The defective cage must be removed from use until repaired or replaced. <input type="checkbox"/> Daily Critical Observations: <ul style="list-style-type: none"> <input type="checkbox"/> The Operator and all members on the processing line must remain vigilant for any recovery by the birds. If any indications of bird recovery are observed, including but not limited to eye, wing, or leg movements, the line manager and manufacturer must be notified immediately, all cycles in process must be allowed to complete, then the system must be shut down and backup protocols put into effect until corrective actions are taken; and <input type="checkbox"/> Operators must inspect the equipment for defects and keep records of inspection on a daily basis. Where a defect is found (whether on inspection or at any other time), the defect must be rectified immediately; or if the defect cannot be rectified immediately, the equipment must not be used and backup procedures must take effect until the defect is rectified. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
<p>P36</p>	<p>Records & Documentation Records must be kept in tabular, graphic, or electronic form, and produced for the auditor's review, including records of:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Company SOPs; <input type="checkbox"/> Processing line speed/ max capacity of plant; <input type="checkbox"/> Design capacity of CAS equipment; <input type="checkbox"/> Plant processing rates, i.e. daily/ weekly/ monthly numbers being processed; and <input type="checkbox"/> Records of all inspections and observations. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>

<p>P37</p>	<p>Measurements by Auditor The auditor must take the following measurements and/or make the following observations during the audit:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Review of all documentation and records of all deviations from normal activity; <input type="checkbox"/> Per each chamber, visual inspections of two cages upon exit from the chamber to verify that no birds show any signs of recovery (eye, wing, or leg movement) or ineffective stun. <input type="checkbox"/> Observations of two consecutive cycles of the video feed to confirm that there are no signs of aversion, mandibulation, or gasping prior to loss of posture (LOP). <p><i>Note: The Auditor must be specifically trained to recognize the normal operation of the CAS chamber, as well as to recognize normal behavior and activity of the birds in the chamber and the signs that indicate that loss of posture has occurred.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
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Pass/Fail Auditor Evaluations

<p>P/F1</p>	<p>No Instances of Willful Acts of Abuse Throughout the course of the audit, the auditor must not have observed farm personnel committing willful acts of abuse, which include but are not limited to kicking, throwing, yelling at, or purposefully scaring the birds.</p> <p>➤ <i>Auditor note: this item has no point value:</i></p> <ul style="list-style-type: none"> ➤ A mark of “Yes” indicates that the auditor <u>did NOT observe</u> willful acts of abuse committed by farm personnel towards the birds. ➤ A mark of “No” indicates that the auditor believes that willful acts of abuse towards the birds have been committed. The auditor must document the incident observed and s/he must inform farm management, their audit company, and the American Humane Certified™ program immediately. Upon the discretion of the American Humane Certified™ program, the audit may be suspended. See below. <p>➤ <u>Willful acts of abuse are major non-conformances and will not be tolerated.</u> An investigation will be made to assess the incident and to determine whether remedial actions are required. The American Humane Certified™ program reserves the right to place the producer on probation from the program if the incident is determined to be severe. Producers who are placed on probation must implement changes to the management, training, and company policies which to the satisfaction of the American Humane Certified™ program effectively remedy the issue, and the site must pass a follow-up audit prior to being reinstated.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>/-</p>
<p>P/F2</p>	<p>Absence of Live Birds in DOA Bin At the shackling area, there must be no live birds in the DOA bin.</p> <p>➤ <i>Auditor note: this item has no point value.</i></p> <ul style="list-style-type: none"> ➤ 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, and see below: <p>➤ <u>The presence of live birds in the DOA bin is a severe non-conformance, and results in automatic failure of this audit.</u> The producer will be placed on probation from the program. Producers who are placed on probation must implement changes to the management, training, and company policies which to the satisfaction of the American Humane Certified™ program effectively remedy the issue, and the site must pass a follow-up audit prior to being reinstated.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>/-</p>
<p>P/F3</p>	<p>Absence of Live Birds in Scalders There must be no live birds entering the scalders</p> <p>➤ <i>Auditor note: this item has no point value.</i></p> <ul style="list-style-type: none"> ➤ Mark “Yes” to this item if there are no live birds in the scalders. ➤ Mark “No” to this item if live birds are observed in the scalders, and see below: <p>➤ <u>The presence of live birds in the scalders is a severe non-conformance, and results in automatic failure of this audit.</u> The producer will be placed on probation from the program. Producers who are placed on probation must implement changes to the management, training, and company policies which to the satisfaction of the American Humane Certified™ program effectively remedy the issue, and the site must pass a follow-up audit prior to being reinstated.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>/-</p>

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 days, 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: _____

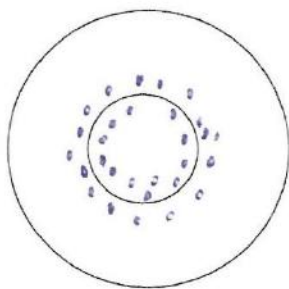
I, the undersigned, agree to submit a Corrective Action Plan within 10 days. All corrections will be made within 90 days. I will submit a Corrective Action Completion Report and agree to additional audits to maintain certification.

Producer signature: _____ Date: _____

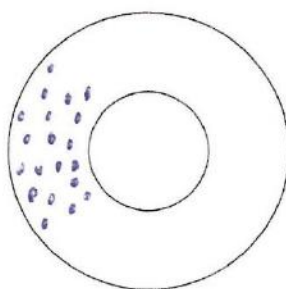
Supplement 1:

Poult Thermal Levels

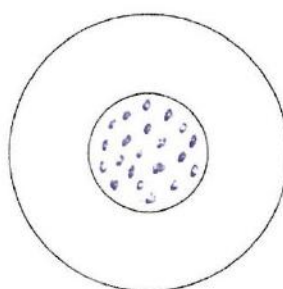
This is the visual for observation of behaviour and reactions to Temperature and Comfort that Poults will show.



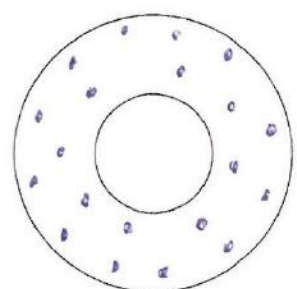
Just right



Too Drafty



Too cold



Too Hot

Appendix C

References

References

The American Humane Certified™ Animal Welfare Standards are the product of over 140 years of applied experience in farm animal welfare. American Humane has a long history of humane treatment of animals, beginning in 1877 and its work to champion the humane treatment of working animals and livestock in transit, and on to the illustrious work by its Red Star program and animal rescue in the battlefields of the First World War.

Continuing in the year 2000, American Humane gathered a team of agricultural scientists to develop the first certification program in the United States to ensure the humane treatment of animals used for food. First formalized as the Free Farmed® certification program, we are now called the American Humane Certified™ program. Our Animal Welfare Standards audit process has been updated, using the knowledge of our scientific committee to reflect the most current scientific methodology for assessing humane treatment that contributes to healthy, stress-free animals. This version cross-references the most comprehensive evaluations of all standards of humane care across continents.

Today, the American Humane Certified™ program continues its work by incorporating the practical, hands-on experience of the producers and handlers, and by ensuring that new technology and knowledge from veterinarians and animal research experts are shared. Our third-party evaluations of production systems in animal agriculture educates, encourages, and supports producers to adopt humane practices, and our program promotes clear, reasoned communication of the best welfare practices to the public. Our producers take pride in being a part of the original and most effective animal welfare certification program available – one that is: Good for Animals, Good for People, and Good for Business.

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