



Dean Foods Dairy Stewardship and Animal Welfare Policy

As the leading dairy company in the United States, Dean Foods takes its role as a steward in the dairy industry seriously. We believe that providing for the good welfare of dairy cows is not only the right thing to do, but that the health and welfare of dairy cows is directly related to the production of high-quality milk and our products. We believe that we have a responsibility to help ensure our suppliers take care of their cattle.

Animal Welfare and Farm Audits

Dean Foods currently procures raw milk from around 600 independent farmers through our Dairy Direct program, as well as from dairy cooperatives that source raw milk from nearly 6000 farms across the country.

In addition to meeting all local and state laws, we expect all farmers to treat their cows humanely. We require 100% of the dairy farmers who supply us raw milk, whether through our Dairy Direct program or through a co-op, to participate in the National Dairy F.A.R.M. (Farmers Assuring Responsible Management) Program, developed and managed by the National Milk Producers Federation (NMPF). See <https://www.nationaldairyfarm.com/> for more information.

In addition to compliance with F.A.R.M., we require our 600 independent Dairy Direct farmers to comply with our proprietary DairyWell® animal welfare program. The combination of both the F.A.R.M. and DairyWell programs ensures that 100% of the farms that supply raw milk to Dean Foods are audited at least once every three years.

We have established an internal Dairy Stewardship team, which includes two on-staff veterinarians, Dr. RobRoy MacGregor and Dr. Valerie Smith, to help us stay abreast of the most current animal welfare and cattle care issues. Dr. MacGregor and Dr. Smith are certified by the NMPF F.A.R.M program to be F.A.R.M. auditors and trainers, and are certified by PAACO (Professional Animal Auditor Certification Organization) as DairyWell auditors. Our Dairy Stewardship team works with a group of internationally recognized animal welfare experts known as the Animal Welfare Advisory Council, as well as dairy farmers and customers to stay at the forefront of the dairy industry in animal welfare with our Dairy Stewardship program.

Cattle Care and Animal Abuse

We believe the welfare and care of the dairy's animal population is a shared responsibility of all industry members. For this reason, all farms in our raw milk supply are subject to an animal care evaluation.

Dean Foods requires that at all times all cattle are treated humanely and with patience, dignity and respect. We do not and will not tolerate neglect or willful abuse of any animal. We condemn the abuse of animals and we are committed to preventing the mistreatment of dairy cows. By working with farmers through our Dairy Stewardship program, we can help identify if and when there is a problem, and take appropriate actions to prevent problems from recurring.

To ensure that every effort is taken to avoid undue pain and suffering, we expect that all employees of farms in our milk supply are trained on proper cattle handling. Proper handling includes: proper, humane treatment of cattle; the provision of adequate food, water and shelter; and immediate reporting to a supervisor of any observation of neglect or willful abuse.

Prior to working with cattle, farm employees must be trained on proper stockmanship, which is the set of skills for low-stress animal handling used for working with cattle on a day-to-day basis. Low stress handling of cattle is required to ensure that they are moved in a way that minimizes stress and injury. Excessive force with any blunt object, stick or other prodding tool will not be used when handling cattle. Electric prods may never be used on calves and may only be used as a last resort on adult cattle, in a single event when all other efforts have failed. Willful abuse of cows is strictly prohibited and includes, but is not limited to, repeated use of a prod, using a prod in the face or other sensitive areas, excessive spraying of water to the face, kicking, hitting, or beating cattle.

All calves will be handled and moved gently. Calves will not be moved by dragging, and their ears and tails will not be used as handles to move or lift them. Willful abuse of calves is strictly prohibited and includes, but is not limited to, kicking, hitting, beating, dragging or dropping.

Cattle that are seriously injured, with little or no chance of recovery, that are obviously suffering, and/or that are not fit for market, will be euthanized. Euthanasia will be conducted humanely using methods approved by the American Association of Bovine Practitioners. Down cattle will be evaluated as soon as possible to determine if they are likely to recover and will be re-evaluated at least every twelve hours. Down cattle must have access to feed, water, and shelter.

Charitable Initiatives.

Dean Foods promotes responsible agriculture and animal welfare through support of charitable organizations as well. The Dean Foods Foundation has supported farm communities and responsible agriculture by providing grants to qualified organizations that provide educational

and development opportunities such as the Holstein Foundation, the University of Guelph and the Professional Dairy Producers of Wisconsin. Other examples of our support include:

- *Dairyland Initiative (DI)* – DI is a program through the University of Wisconsin that has become one of the premier sources of information for farmers and consultants on building facilities that promote good animal welfare. Dean Foods is a Mission Sponsor of the Dairyland Initiative.
See <https://thedairylandinitiative.vetmed.wisc.edu/sponsors/> for more information.
- *Food Armor* - Dean Foods believes that it is important to promote and protect the welfare of dairy cattle through both the prevention and treatment of illness. To promote proper use of all medicines in dairy cows, the Dean Foods Foundation has supported the work of Food Armor as a Sponsor (<https://www.foodarmor.org/index.php/sponsors>). Food Armor promotes proper use of medicine and is developing programs to help educate veterinarians and farmers about antimicrobial stewardship.
- *PAACO (Professional Animal Auditor Certification Organization)* –We provide support to the nation’s leading animal welfare audit certification body, PAACO, through active involvement of our Dairy Stewardship Team. We have partnered with PAACO to develop and strengthen PAACO’s dairy auditor welfare training through content enhancement and training leadership. PAACO’s mission is to advance animal welfare through audit certification and auditor training to ensure farming’s compliance with animal welfare standards. PAACO has become a global leader in audit certification and auditor training.

Our Position on Tail Docking.

Because there is no scientific evidence demonstrating that tail docking improves milk quality/udder health, cleanliness or employee safety, coupled with the evidence that tail docking is a painful procedure that will likely negatively affect the welfare of the affected cow due to chronic pain and fly irritation, we support the position of the American Veterinary Medical Association, the American Association of Bovine Practitioners and the National Mastitis Council that tail docking should not be performed. We require that all farmers discontinue routine tail docking as set forth in the F.A.R.M. version 3.0 guidelines.