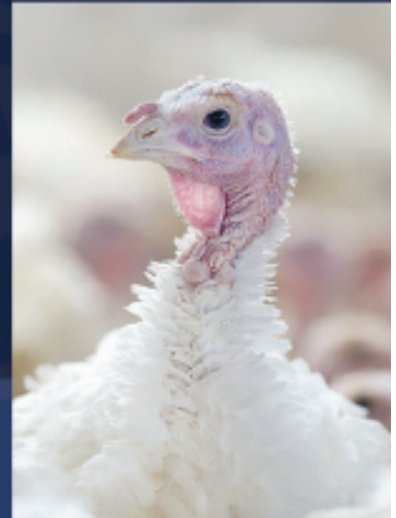


US-RSPE

U.S. ROUNDTABLE FOR SUSTAINABLE POULTRY & EGGS

SUSTAINABILITY FRAMEWORK

The US-RSPE Sustainability Framework is the first-ever multistakeholder sustainability reporting tool for the full U.S. supply chains for chicken, turkey and eggs from producer to final customer.



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Introduction to the US-RSPE Sustainability Framework

The US-RSPE Sustainability Framework is the first-ever multistakeholder sustainability framework developed for the full U.S. supply chains for chicken, turkey and eggs from producer to final customer. This voluntary assessment is a tool to collect and analyze aggregate data reflecting the overall sustainability of U.S. poultry and help you gain insight into your individual sustainability efforts. This is not a sustainability standard or audit. You will not receive a performance score or pass/fail indication. The first step toward progress in sustainability is a commitment to measurement and transparency — and the US-RSPE Sustainability Framework is the tool you need.

The US-RSPE Sustainability Framework consists of 101 metrics across 15 areas of importance (indicators). For the greatest return, users should aim to report on as many metrics as possible and make an effort to increase the percentage completed each year. Through this commitment, you will progress along the path to improved sustainability, regardless of where you begin. There are tiers that indicate the level of difficulty of the measurement to be used to better inform you on where you are on your path to completing all 101 indicators annually. Remember, every measurement collected serves three purposes: the individual organization, the supply chain and the overall U.S. poultry and egg industry.

Development

The US-RSPE Framework was created by representatives of the entire value chain. The US-RSPE Framework Committee included direct representation or gathered input from farmers, integrators, food retailers, breeders, hatcheries, feed manufacturers, processors, renderers, nongovernmental organizations with an interest in sustainability and allied industries including animal health, equipment manufacturers, etc. This wide breadth of input makes the US-RSPE Framework extremely inclusive, and that diversity has created a final product the industry can use to help effectively and transparently report on continuous improvement in the poultry and egg value chain.

At US-RSPE, we believe sustainability success starts with measurement and is driven by investing in work that improves sustainability for our poultry, our planet and its people. This is the first iteration of the US-RSPE Framework, which was created to allow any organization to find a place within it to measure and begin the journey or continue down the path to optimal sustainability. The “entry” indicators are just that, a place to start. US-RSPE is committed to reviewing and advancing the metrics, alongside the organizations reporting into it, to drive overall sustainability improvement as an industry and challenge us all to do more.

To be involved in future revisions, contact US-RSPE Executive Director Ryan Bennett to learn more (rbennett@poultryegg.org).

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Using the Framework

The US-RSPE Framework's metrics identify the material issues that the committee, through the cross-collaborative development process, deemed important for organizations to measure, report and verify to support continuous improvements.

To begin, you will step through the US-RSPE Framework via the online tool [to be released in 2022] to select and report on the metrics you are equipped to measure voluntarily. The primary objective of this framework is to help provide a clearer picture of the sustainability of the full U.S. chicken, turkey and egg supply chains. The more metrics completed, regardless of your performance in that category, the greater the value to you and the supply chain. Your inputs are automatically anonymized to contribute to the aggregate measurement of the poultry and egg sector and will be made available to you as the reporter to:

- 1) Allow you to see how the sector is performing against areas importance to your stakeholders.
- 2) Create your benchmark for continuous improvement in sustainability using the US-RSPE Framework.
- 3) Use the Framework to inform your overall organization sustainability reporting.
- 4) Reveal areas of greatest potential for improvement among your sustainability priorities to create a roadmap for your future.

US-RSPE not only exists to provide this important tool to U.S. poultry and egg supply chains and the food systems as a whole, but also to uncover and pursue other collaborations that advance sustainability. The US-RSPE Sustainability Framework and its data serve as the launchpad for additional work. Learn more about additional projects at us-rspe.org.

Legal References

This is an official US-RSPE document, created under the organization's policy on antitrust compliance:

There shall be no discussion or activities for the purpose of arriving at any understanding or agreement regarding price, the terms or conditions of sale, distribution, volume of production, territories, or customers. There shall be no discussion or activity for the purpose of preventing any person or persons from gaining access to any market or customer for goods or services, nor any agreement or understanding to refrain from purchasing or using any material, equipment, services, or supplies. There shall be no discussion or activity that may be construed as forestalling or limiting research and development. We expect your full compliance with these guidelines, both while in attendance at this Roundtable meetings and at all times and in all matters relating to the Roundtable.

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Note: There are no broiler-specific metrics at this time.

Supporting Documents

- Glossary
- Detailed Use Guide (with UN SDG Mapping)
- Frequently Asked Questions
- Data Use & Reporting Guidelines (to be made available with the software tool)

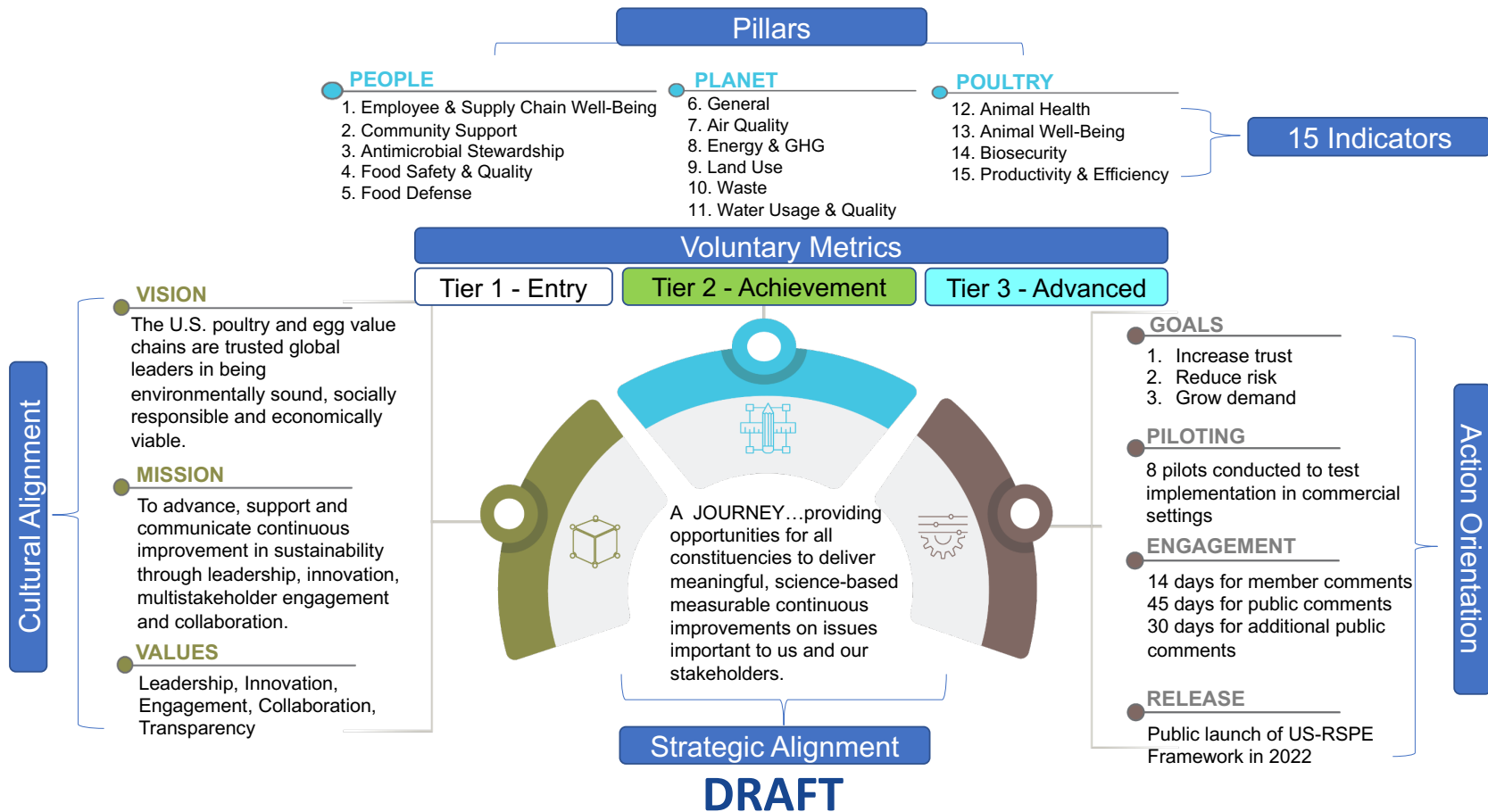
Sustainability Approach

Sustainable poultry and egg value chains can verify they are environmentally sound, socially responsible and economically viable.

US-RSPE Mission

To advance, support and communicate continuous improvement in sustainability through leadership, innovation, multistakeholder engagement and collaboration.

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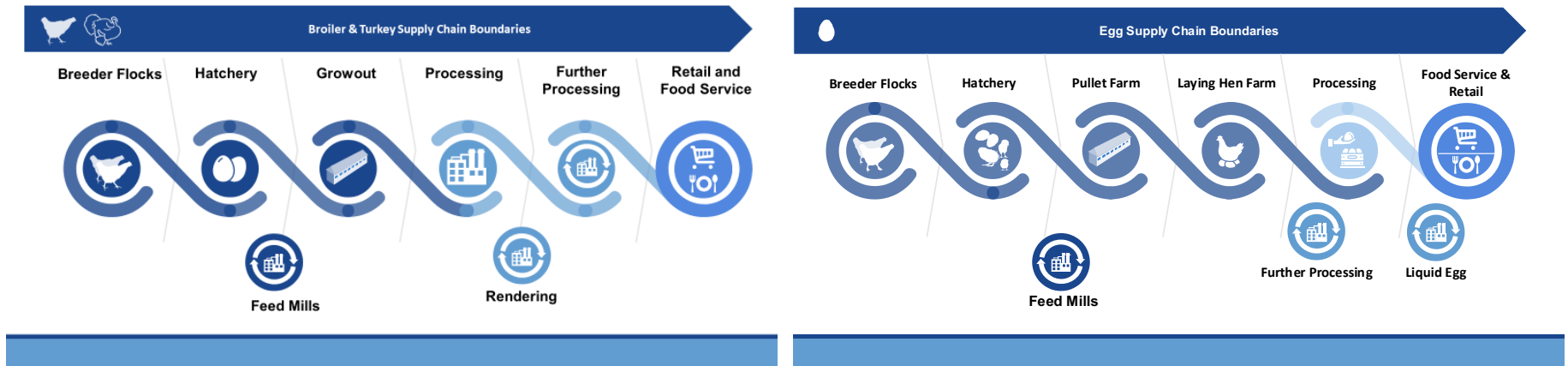


Guidance for Reporting

- All metrics provided within this Framework are voluntary, and your organization can choose to report on as many or as few that are applicable to your organization.
- All metrics are intended to be collected from your organization's most recent 12-month reporting period (calendar or fiscal).

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- If responding as a poultry or egg integrator, the boundaries of your measurements and responses are assumed to cover all activities and outcomes across your enterprise, including the following operations:
 - Breeder (complex level)
 - Hatchery (complex level)
 - Growout/Layer (contract and/or company owned)
 - Feed Mills (contract and/or company owned)
 - Processing
 - Further Processing
 - Rendering
 - Retail/Foodservice
- For the best results, share your intention to use the US-RSPE Sustainability Framework with your entire supply chain and encourage them to join you or collect the data from them and submit via one entry.
- Supporting documents including a glossary, detailed use guide, frequently asked questions and others are available to assist with your reporting.
Contact Ryan Bennett (rbennett@poultryegg.org) if you have any questions.



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Metric Summary

The US-RSPE Sustainability Framework is organized in the following structure:

- Pillars – Overarching categories of importance for US-RSPE and its members (people, planet and poultry).
- Indicators – Key areas of measurement within the pillars.
- Metrics – Questions to be answered specific to each indicator.

All metrics are voluntary. All individual data is private to the individual organization. All data gathered will be aggregated and anonymized before any public use by US-RSPE. Users may choose to publish their individual data in its entirety, make selections or use it internally. US-RSPE will analyze and report aggregate data. (See Data Use & Reporting Guidelines for more detailed direction.)

Metrics were created to allow a wide range of members to report, regardless of the maturity of their sustainability program or the scale of their operations. For that reason, a diverse set of metrics was developed, categorized and color coded for easy reference:

- Tier 1 – Simple actions that begin the journey of sustainability measurement.
- Tier 2 – Demonstrated ways of achieving measurable progress.
- Tier 3 – Delivery of significant measurable performance.

Because US-RSPE is a broad organization and the Framework must provide a pathway for standardized reporting whenever possible across the broiler, turkey and egg industries, the metrics are classified as Universal or Industry-Specific.

- Universal– Apply to any organization, regardless of the industry (may not be applicable to every sector).
- Industry-Specific– Apply only to one of the industries because of nuanced differences in systems, processes and programs required for reporting.

The table below provides a summary of the metrics:

Pillars (total metrics)	Indicators (total metrics)	Tiered Allocation of Metrics		
		Tier 1 Metrics (43)	Tier 2 Metrics (21)	Tier 3 Metrics (37)
People (49)	Employee & Supply Chain Well-Being (19 metrics)	7	5	7
	Community Support (3 metrics)	1	1	1
	Antimicrobial Stewardship (6 metrics)	2	1	3
	Food Safety & Quality (20 metrics)	4	2	3

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		8 (Egg-specific) 3 (Turkey-specific)		
Planet (31)	Food Defense (1 metric)	1	0	0
	General (2 metrics)	0	1	1
	Energy & GHG (7 metrics)	2	2	3
	Air Quality (2 metrics)	2	0	0
	Land Use (6 metrics)	0	2	4
	Waste (2 metrics)	0	2	0
	Water Usage & Quality (12 metrics)	2	2	5 3 (Egg-specific)
Poultry (21)	Animal Health (8 metrics)	5	1	2
	Animal Well-Being (4 metrics)	2 1 (Egg-Specific)	0	1
	Biosecurity (4 metrics)	3	0	1
	Productivity & Efficiency (5 metrics)	1	1	3
			Total Metrics 101	

TIER KEY: TIER 1

TIER 2

TIER 3

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Universal Metrics

These metrics apply to all poultry or egg supply chain partners.

PEOPLE (Five indicators / 49 metrics)

Indicator	Metric
Employee & Supply Chain Well-Being	1. Does your company track the diversity of your workforce (by employment level) and/or governance bodies? (Y/N) a. Please specify which are tracked: i. Governance bodies (company owners, board of directors not employed by the company directly, etc.) ii. Senior management iii. Middle management iv. Salaried workers (e.g., technical, administrative, production) v. Hourly workers (e.g., technical, administrative, production)
	2. What percent of your company's workforce and governance bodies qualifies as diverse? Segment each by indicator of diversity: gender, age group, etc. [Drop down for each will be used] a. Governance bodies (company owners, board of directors not employed by the company directly, etc.) b. Senior management c. Middle management d. Salaried workers (e.g., technical, administrative, production) e. Hourly workers (e.g., technical, administrative, production)
	3. Does your company: a. Have a program or plan in place to measure and promote diversity and inclusion? (Y/N) b. Publicly disclose details about the diversity present in your workforce? (Y/N) c. Set and disclose specific goals for improving the diversity and/or equal opportunity in your workforce? (Y/N)
	4. What percent of your full-time employees are provided benefits? (e.g., 401k, Personal Protective Equipment, Overtime Pay, Education Assistance, Parental Leave, Paid Time Off, Health Insurance)
	5. What is your company's Total Recordable Incident Rate (TRIR)?

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	6. What is your company's Days Away, Restricted or Transferred (DART) rate per Occupational Safety and Health Administration (OSHA)?
	7. What percentage of your total workforce are trained annually on relevant worker safety topics specific to their responsibilities, such as equipment management (lockout tagout), prevention of common injuries, chemical safety, emergency response? (0-100%, for each worker level).
	8. Does your company track and report near-miss incidents on a regular basis (e.g., monthly, quarterly) using an internal system?
	a. What percent of near-miss incidents are investigated?
	9. Do all of your workers have the ability and/or mechanisms to report concerns and grievances anonymously? (Y/N)
	<ul style="list-style-type: none"> • If yes, what percentage of grievances reported are investigated and given a response? (0-100%)
	10. Does your company have a code of conduct (or equivalent) that respects human rights as set out in the UN Universal Declaration of Human Rights and sets expectations for worker health and safety policies for the following categories?
	a. Employee (is an employee at your company) (Y/N) <ul style="list-style-type: none"> • Employee health and safety policies • Freedom of association • Employment status • Employment practices • Anti-discrimination and fair treatment • Working hours & rest days • Underage labor • Wages & benefits
	b. Supplier (sells your company goods and services) (Y/N) <ul style="list-style-type: none"> • Employee health and safety policies • Freedom of association • Employment status • Employment practices • Anti-discrimination and fair treatment • Working hours & rest days • Underage labor • Wages & benefits

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c. Contractor (hired to perform tasks for your company on-site) (Y/N)

- Employee health and safety policies
- Freedom of association
- Employment status
- Employment practices
- Anti-discrimination and fair treatment
- Working hours & rest days
- Underage labor
- Wages & benefits

11. Is your company currently conducting and/or investing in projects dedicated to advancing worker safety (e.g., technology and innovation)? (Y/N)

- If yes, please describe.

12. Does your company participate in best practice sharing in your industry around new and improved innovations in worker safety? (Y/N)

- If yes, please describe.

13. Has your company implemented a social accountability program based on International Labor Organization (ILO) conventions?

A social accountability program includes:

- *Policies, procedures, records*
- *Social accountability team*
- *Risk assessment*
- *Monitoring plan*
- *Internal engagement*
- *Complaint management and resolution*
- *External verification and stakeholder engagement*
- *Corrective and preventative actions*
- *Training*
- *Supplier / contractor management*

14. Has your company completed a third-party social workplace accountability (SWA) audit?

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	<p align="center"><i>A SWA audit includes:</i></p> <ul style="list-style-type: none"> • <i>Employee documentation (e.g., employment contracts/terms & conditions of employment, employee files)</i> • <i>Factory policies and procedures (e.g., business licenses, wage and hour policies, anti-discrimination policy)</i> • <i>Payroll Documents (e.g., payroll records, time records)</i> • <i>Health & Safety (e.g., accident investigation forms, accident or injury reports, material safety data sheets)</i> <p>15. Has your company been recognized by a third party for any worker safety awards (e.g., OSHA VPP)?</p> <p>16. Does your company offer training materials in a format accessible to non-English speaking workers (e.g., native language training materials, visual-format training, access to request translations or trainings in another language)?</p> <p style="padding-left: 40px;">a. Does your company offer English language training for non-English speaking workers?</p> <p>17. Does your company offer the following family support benefits to workers: (check box for each of the following for each worker classification tier with NA as an option)</p> <p style="padding-left: 40px;">a. Parental leave</p> <p style="padding-left: 40px;">b. Childcare support (e.g. on-site services or reimbursement for off-site services)</p> <p style="padding-left: 40px;">c. Flexible hours or schedule adjustments to accommodate care schedules</p> <p style="padding-left: 40px;">d. Paid time off to care for ill dependents (children, elders, spouse, etc.)</p> <p>18. Does your company provide training to workers on harassment and discrimination? (Yes/No)</p> <ul style="list-style-type: none"> • Please specify which are offered by employment level. <ul style="list-style-type: none"> a. Employment discrimination b. Workplace harassment c. Disability awareness d. Diversity and inclusion e. Other <p>19. Does your company provide training to recognize near-miss incidents?</p>
Community Support	<p>1. How many direct jobs does your company provide to your community?</p> <p style="padding-left: 40px;">a. Salaried workers (full-time employees and/or contract staff (FTEs)</p> <p style="padding-left: 40px;">b. Hourly workers (full or part time – FTE basis)</p> <p>2. What is the total value of your company’s donations and/or sponsorships towards communities and/or families in need?</p> <p style="padding-left: 40px;">a. Products (pounds of finished product or dollar value)</p>

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	<ul style="list-style-type: none"> b. Time <ul style="list-style-type: none"> i. Company supported time (paid time off) ii. Unpaid volunteer time c. Events d. Financial (e.g., scholarships and educational support) e. In-kind/other (e.g., furniture, office equipment, transportation, professional services) <p>3. Did your company participate in conversations regarding the US-RSPE Framework with upstream or downstream suppliers (e.g., meetings highlighting your participation and its impact)?</p> <ul style="list-style-type: none"> • If yes, please describe.
<p>Antimicrobial Stewardship*</p> <p>*US-RSPE recognizes that antimicrobials play a critical role in human and animal health.</p>	<p>1. Are antimicrobials administered under the direction of a licensed veterinarian in accordance with Food and Drug Administration (FDA) guidance 152, 209 and 213?</p> <p>2. Does your company maintain a valid Veterinary Client Patient Relationship (VCPR) for animals within your supply chain in accordance with FDA guidance 209 and 213?</p> <p>3. Does your company internally track the judicious use of antimicrobials and withdrawal times with veterinary oversight?</p> <p>4. Does your company have a third-party verification program specific for judicious use of antimicrobials?</p> <p>5. Does your company publicly report judicious use of antimicrobials within your supply chain?</p> <p>6. Does your company support/conduct research aimed at reducing the need to use medically important antimicrobials without compromising animal health?</p>
<p>Food Safety & Quality</p>	<p>1. What percent of your processing plants are certified by a Global Food Safety Initiative (GFSI) recognized food safety standard (e.g., Safe Quality Foods (SQF), British Retail Consortium or Food Safety System Certification 22000)?</p> <p>2. What percent of your processing plants have performed a hazard analysis and implemented a Hazard Analysis Critical Control Point (HACCP) plan in accordance with 9 CFR 417.2?</p> <p>3. What percent of your processing plants have performed a hazard analysis and implemented a Hazard Analysis Critical Control Point (HACCP) plan as required by the USDA Food Safety Inspection Service (FSIS)?</p> <p>4. What percent of your Food and Drug Administration (FDA) regulated establishments have a Hazard Analysis and Risk-Based Preventative Controls (HARPC) plan per the Food Safety Modernization Act (FSMA)?</p> <p>5. What percent of your live operations have implemented a comprehensive pre-harvest foodborne pathogen management program that includes foodborne pathogen monitoring?</p>

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	6. Does your company require suppliers or co-manufacturers to be certified by GFSI initiative standards?
	7. Is your company currently conducting/investing in projects (e.g., technology and innovation) that will advance the food safety and quality of your product? • If yes, please describe.
	8. Does your company participate in best practice sharing in your industry around new and improved innovations in food safety and quality? • If yes, please describe.
	9. Does your company have a crisis management and action plan?
Food Defense	1. What percent of your: a. Processing plants have a food defense plan (i.e., measures in place to reduce vulnerabilities for intentional contamination of product)? b. Suppliers have a food defense plan (i.e., measures in place to reduce vulnerabilities for intentional contamination of product)?

PLANET (Six indicators, 44 metrics)

Indicator	Metric
General	1. Does your company engage in any of the following activities to advance continual improvement in environmental performance? a. Does your company consult with external environmental experts? (Y/N) b. Does your company invest in project dedicated to advancing environmental performance (e.g., technology and innovation)? (Y/N) c. Does your company have a comprehensive Environmental Management System (EMS) modeled after ISO14001? (Y/N)?
	2. Is your environmental management program audited by an independent accredited organization? If yes, please specify: a. Please list program/standard b. What percent of your audits received a passing score? (List NA if not applicable)? c. If scores are not applicable to your audits, please list the number of non-compliance/conformances you have received during the last two audit cycles. d. Are you publicly reporting your third-party audit results?
	3a. Does your company measure the energy used in your operations? (Y/N)

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Energy & Greenhouse Gas (GHG)	3b. If yes, what percent of facilities owned or operated measure energy use? (0-100%)
	3c. Does your company have goals to reduce energy use? (Y/N)
	3d. Does your company have a plan and/or a program in place to reduce your absolute energy use? (Y/N)
	• If yes, please describe.
	3e. Does your company publicly report your energy use and/or other performance? (Y/N)
	1. What is your company's annual energy use?
	a. Absolute energy (Mega-Joules)
	b. Energy intensity (MJ per pound of finished product)
	2. Is your company currently conducting and/or investing in projects dedicated to advancing energy efficiency (e.g., technology and innovation)? (Y/N)
	• If yes, please describe.
	3. Does your company participate in best practice sharing in your industry around new and improved innovations in energy efficiency? (Y/N)
	• If yes, please describe.
	4. Does your company calculate its greenhouse gas (GHG) footprint? (Y/N)
	If yes:
	a. What are your company's Scope 1 emissions ?
i. Absolute emissions	
ii. Intensity basis (MT CO2e/unit of finished product)	
b. What are your company's Scope 2 emissions ?	
i. Total emissions	
ii. Intensity basis (MT CO2e/unit of finished product)	
c. What are your company's Scope 3 emissions ?	
i. Total emissions	
ii. Intensity basis (MT CO2e/unit of finished product)	
a. Has your company set GHG emission goals? (Y/N)	
i. If yes:	
o Is your goal validated by a third party (e.g., SBTI)?	
o Have you made your goals available publicly?	
5. Has your company taken steps to improve energy efficiency and/or generating and/or use renewable energy? (Y/N)	
• If yes, please indicate which areas you have taken steps:	

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	<ul style="list-style-type: none"> • Drop down menu selection: <ul style="list-style-type: none"> ○ Shifting of LED lights ○ Improved insulation ○ Variable speed fans ○ Solar ○ Wind ○ Renewables ○ Natural gas ○ Biogas ○ Biogas to grid ○ Biogas to fuel ○ Geothermal ○ Other _____ <p>6. Does your company have strategies in place to manage air and GHG emissions? (Y/N)</p> <ul style="list-style-type: none"> • If yes, please describe.
Air Quality	<p>1. Is your company in compliance with applicable local, state and federal air quality emissions guidelines?</p> <p>2. Does your company have an air quality management plan in place? (Y/N)</p> <ul style="list-style-type: none"> • If yes: <ul style="list-style-type: none"> a. Does your air quality management plan utilize best practices to mitigate ammonia, dust, and/or odor? (yes/no) b. If yes, please specify: <ul style="list-style-type: none"> i. Ammonia ii. Dust iii. Odor iv. Other
Land Use	<p>1. What percent of your annual feed grains can you follow to a point of origin?</p> <ul style="list-style-type: none"> a. State of origin (0-100%) b. Farm of origin (0-100%) c. Field of origin (0-100%) d. Origin unknown (0-100%)

TIER KEY: TIER 1

TIER 2

TIER 3

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	<p>2a. Has your company calculated the planted acres needed to provide the total volume of feed grains for your organization? (Y/N)</p> <ul style="list-style-type: none"> • If yes, how many acres of <u>soybeans</u> are needed to provide the total volume needed for your organization? • If yes, how many acres of <u>corn</u> are needed to provide the total volume needed for your organization? <p>2. Does your company have a policy addressing deforestation and/or land use changes that reduce biodiversity and natural habitat on lands associated with your feed grains supply chain?</p> <ul style="list-style-type: none"> • If yes, please describe. <p>3. What percent of your litter/manure is sold or used as a value-added product? (0-100%)</p> <p>4. What percent of your owned and/or operated land, that you are applying manure to, are you tracking their nutrient balance for land application of nutrients? (0-100%)</p> <p>5. What percent of your suppliers have a deforestation and/or land use change policy associated with your feed grain supply chain? (0-100%)</p>
<p>Waste</p>	<p>1a. Does your company track the volume of total waste going to a land fill?</p> <ul style="list-style-type: none"> • If yes, what percent of your facilities? <p>1b. Does your company measure total waste?</p> <ul style="list-style-type: none"> • If yes, what is your company's annual total waste (metric tons)? <p>1c. Does your company set waste reduction goals?</p> <ul style="list-style-type: none"> • If yes, <ul style="list-style-type: none"> i. Does your company set waste reduction goals? <ul style="list-style-type: none"> ○ If yes, have you achieved your goals? ii. Does your company have goals set to increase the amount of recyclable packaging you use? <ul style="list-style-type: none"> ○ If yes, have you achieved your goals? <p>1d. Does your company have a recyclable packaging use goal?</p> <ul style="list-style-type: none"> • If yes, what is your goal? • If yes, have you achieved your goals? <p>1e. Does your company have a zero waste-to-landfill goal?</p> <ul style="list-style-type: none"> • If yes, what is your goal? • If yes, have you achieved your goal? <p>2. What is your company's total packaging use by type?</p>

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	<ul style="list-style-type: none"> a. Percent recyclable b. Percent renewable c. Percent biodegradable d. Percent made from recycled material
Water Usage & Quality	<ol style="list-style-type: none"> 1. What percent of your owned and/or operated facilities: <ul style="list-style-type: none"> a. Estimate their water use? b. Measure their water use? c. Have a Stormwater Pollution Prevention Plan (SWPPP)? d. Have goals to reduce their water usage? e. Publicly report their annual water use (e.g., regulatory body, ESG reporting)? 2. What percent of total litter/manure is managed under a defined nutrient <u>management plan</u>? (Specify 0-100% or Not Applicable) <ul style="list-style-type: none"> a. State-defined nutrient management plan (0-100%/Not Applicable) b. <u>USDA-NRCS Comprehensive Nutrient Management Plan</u> (0-100%/Not Applicable) c. <u>Clean Water Act</u> nutrient management plan (National Pollutant Discharge Elimination System) (0-100%/Not Applicable) d. Individual nutrient management plan (0-100%/ Not Applicable) 3a. Is your organization regulated under the federal Clean Water Act provisions applicable to Concentrated Animal Feeding Operations? (Y/N) 3b. If <u>yes</u>, does your company keep the up-to-date, accurate records involving your flock's manure, litter and process wastewater, specifically for: <ul style="list-style-type: none"> aa. Manure applied to land you own or control, where the records must document the manure was applied at appropriate rates and used with appropriate conservation practices <ul style="list-style-type: none"> i. Yes/No/Not Applicable bb. Manure transferred to some independent third party, where the records must document the results of your testing of the manure's nutrient content, as well to whom the manure and those testing results were transferred? <ul style="list-style-type: none"> i. Yes/No/Not Applicable 3. What percent of your processing and rendering facilities track wastewater discharge levels? 4. What percent of your water withdrawal is within a water-stressed area determined by <u>either</u> the World Resources Institute Aqueduct Tool Platform or World Wildlife Fund Water Risk Filter?

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	5. What percent of your facilities withdrawing water in a water-stressed area (as defined above) have implemented a contextually relevant water stewardship plan? (0-100%)
	6. What percent of your facilities: <ul style="list-style-type: none"> a. measure their water use efficiency (gallon of water per pound of poultry product or dozen eggs)? b. publicly report their water use?
	7. Does your company have a comprehensive water stewardship plan to evaluate and improve water usage efficiency and water quality? (Y/N) <ul style="list-style-type: none"> • If yes, please describe. <p align="center"><i>A comprehensive plan (regardless of pillar/metric) includes:</i></p> <ul style="list-style-type: none"> • <i>Corporate commitment</i> • <i>Regular review and update based off new science</i> • <i>Routine employee training</i> • <i>Written Standard Operating Procedures (SOPs)</i> • <i>Documentation of program implementation and monitoring</i> • <i>Grievance mechanism</i> • <i>Framework for corrective actions and innovation (continuous improvement)</i>
	8. Is your company currently conducting/investing in projects dedicated to improving water quality (e.g., technology and innovation)? <ul style="list-style-type: none"> • If yes, please describe.

POULTRY (Four indicators, 22 metrics)

Indicator	Metric
Animal Health* *US-RSPE recognizes that antimicrobials play a critical role in human and animal health.	1. What percent of your live operations are managed under a Veterinary Client Patient Relationship (VCPR) with a licensed veterinarian?
	2. What percent of your live operations have internal Standard Operating Procedures (SOPs) for animal health (e.g., vaccination, nutrition, animal handling, environment, disease treatment)?
	3. What percent of your live operations have a comprehensive animal health program?
	4. What percent of your live operations adhere to National Poultry Improvement Plan (NPIP) programs?
	5. Does your company track pre-harvest bird mortality for each flock?

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	<p>6. Does your company track, review and analyze actionable data regarding antimicrobial use (outcomes, innovation and other animal health practices) to reduce medically important antimicrobial use, etc.?</p> <p>7. What percent of birds received antimicrobial drugs that are listed by the Food and Drug Administration as medically important?</p> <p>8. Is your company currently conducting/investing in projects (e.g., technology and innovation) intended to advance animal health within your supply chain?</p>
Animal Well-Being	<p>1. Does your company have a comprehensive animal welfare program? (Y/N)</p> <p><i>A comprehensive animal welfare plan includes:</i></p> <ul style="list-style-type: none"> • <i>Corporate commitment</i> • <i>Regular review and update based off new science</i> • <i>Routine employee training</i> • <i>Written Standard Operating Procedures (SOPs)</i> • <i>Documentation of program implementation and monitoring</i> • <i>Grievance mechanism</i> • <i>Framework for corrective actions and innovation</i> • <i>Methods and practices for poultry euthanasia as recommended in the AVMA Guidelines for Euthanasia of Animals</i> • <i>Methods and practices for the rapid destruction of a population of poultry in response to urgent circumstances as recommended in the AVMA Guidelines for the Depopulation of Animals</i> • <i>Internal audit of handling and care practices and tracking of key welfare indicators</i> • <i>Incorporating expectations/best practices from a publicly available/published welfare program</i> • <i>Dedicated staff member (subject expertise) or advisory board</i> <p>2. If yes, is your comprehensive animal welfare program audited by an independent organization or certified welfare auditor to a publicly available standard? (Link to be provided)</p> <ol style="list-style-type: none"> a. Do you complete third-party animal welfare audits (US-RSPE recognized or another)? b. Of the completed third-party animal welfare audits, what percent of your audits received a passing score?

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	<p align="center">c. Are you publicly reporting the percent of third-party audits passed?</p> <p>3. Does your company engage in any of the following activities to advance continuous improvement in animal welfare?</p> <ul style="list-style-type: none"> a. External animal welfare advisors b. Conducting/investing in projects dedicated to advance animal welfare (e.g., technology and innovation)
Biosecurity	<p>1. Does your company have a written biosecurity plan? (Y/N)</p> <ul style="list-style-type: none"> • If yes, which of the following areas of the operation are covered in the program? <ul style="list-style-type: none"> a. Breeder b. Hatchery c. Pullet (if applicable) d. Layer/Growout e. Feed Mill f. Processing (in-line) <p>2. Is your company's biosecurity plan reviewed annually for updates and is worker training conducted? (Y/N)</p> <p>3. Have your live operations completed and passed a third-party National Poultry Improvement Plan (NPIP) biosecurity audit as required by USDA for your business (e.g., NPIP Compartmentalization, Biosecurity Principles)?</p> <p>4. Is your company currently conducting/investing in projects (e.g., technology and innovation) that will advance biosecurity within your supply chain?</p>
Productivity & Efficiency	<p>1. What percent of your live operations track performance and/or efficiency over time?</p> <p>2. What percent of your live operations follow a written plan to optimize animal productivity through nutrition, reproduction, genetics, technologies and practices appropriate to operational goals?</p> <p>3. Does your company engage professionals (internal or external) from the following disciplines to provide insights on projects that advance the productivity and efficiency of your birds?</p> <ul style="list-style-type: none"> a. Veterinary b. Nutrition c. Animal welfare d. Environmental e. Quality assurance f. Food safety g. Other [blank to add]

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	<p>4. Is your company currently conducting/investing in projects (e.g., technology and innovation) that will advance productivity and efficiency within your supply chain?</p> <ul style="list-style-type: none"> • If yes, please describe.
	<p>5. Are birds at the end of productive life used for a beneficial purpose? (Dropdown: Percentage)</p> <ol style="list-style-type: none"> a. Processing b. Rendering c. Composting d. Other [blank to add]

Egg-Specific Metrics (12)

The following metrics are designed to supplement the universal metrics by providing additional insights into the unique differences between egg production/processing systems and other poultry production/processing systems.

Pillar	Indicator	Metric	
PEOPLE	Food Safety	Shell egg producers and further processors	
		1. What percent of shell egg farm operations are compliant with the FDA Egg Safety Rule?	
		2. What percent of your feed manufacturing facilities are certified under Safe Feed Safe Food?	
		3. What percent of facilities are certified by a Global Food Safety Initiative (GFSI) recognized food safety standard (e.g., Safe Quality Foods, British Retail Consortium or Food Safety System Certification 22000)?	
		4. What percent of suppliers or co-manufacturers are certified by a Global Food Safety Initiative recognized food safety standard (e.g., Safe Quality Foods, British Retail Consortium or Food Safety System Certification 22000)?	
		Shell Eggs	Further Processed
		5. What percent of in-line egg packing operations are compliant with the FDA Egg Safety Rule?	7. What percent of farms supplying your further processing are compliant with the refrigeration requirements of the FDA Egg Safety Rule?
		6. Do you have off-line packing operations? (Y/N) <ol style="list-style-type: none"> a. If yes, what percent of your facilities have a Hazard 	8. What percent of further processing facilities are compliant with the egg products inspection act (Sanitation Standard Operating Practices Dec. 2021, HACCP Dec. 2022)?

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		Analysis and Risk-Based Preventive Controls (HARPC) plan per the Food Safety Modernization Act (FSMA)?
PLANET	Water Usage & Quality	9. Does your company ensure that your hens, their feed and manure do not come into contact with rainwater? Or if they do, does your company ensure that the resulting stormwater is properly contained, prevented from discharging and land applied in accordance with applicable federal Clean Water Act requirements?
		10. Does your company have an egg washing operation? (Y/N) a. If yes, what percent of the water is conserved for recycling and reuse?
		11. Is the used wash water properly stored, contained and used in accordance with applicable state or federal water quality requirements?
POULTRY	Animal Well-Being	12. What percent of pullet grow-out housing matches your hen housing systems they are placed in?

Turkey-Specific Metrics (3)

The following metrics are designed to supplement the universal metrics by providing additional insights into the unique differences between turkey production/processing systems and other poultry production/processing systems.

Pillar	Indicator	Metric
PEOPLE	Food Safety	1. What percent of your live operations (company-owned) use the National Turkey Federation (NTF) Salmonella Risk Mitigation Practices to identify options for salmonella reduction?
		2. Does your company conduct blood testing before delivering live turkeys to the processing plant?
		3. Does your company collect fat samples on each flock before delivering live turkeys to the processing plant?

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TIER KEY: TIER 1

TIER 2

TIER 3