



BJ's Wholesale Club: Animal Welfare Policy

The treatment of animals used as sources of proteins and animal products is a concern for many of our stakeholders. BJ's Animal Welfare policy is designed to offer guidance to our vendors and merchants on how we require animals to be treated in the provision of proteins and animal products. As a large volume buyer of proteins and animal products, it is our responsibility to work to ensure animals are treated humanely and without cruelty. Please reference the attached policy for more details.

Philosophy- 5 Freedoms & “Fix, Not Avoid”

5 Freedoms

While BJ's understands that to obtain the various protein sources an animal must be slaughtered/euthanized, we expect our vendor partners to treat animals with the upmost care and respect throughout their life and processing. Therefore, BJ's Animal Welfare Policy is based on the Five Freedoms issued by the British Farm Animal Welfare Council in 1979.

We require that any animal raised or handled for BJ's have the following five freedoms:

1. Freedom from thirst, hunger, or malnutrition
2. Appropriate comfort and shelter
3. Prevention, or rapid diagnosis and treatment, of injury and disease
4. Freedom to display normal patterns of behavior
5. Freedom from fear

“Fix, Not Avoid”

BJ's Animal Welfare Policy is designed to be a partnership: one that is an evolving, dynamic program and brings together experts amongst our suppliers, merchants and Members. To help accomplish this goal, we are committed to a strategy that promotes the long-term safety and viability of our supplies by improving animal welfare practices. We are also working with our partners to ensure that our Team Members are as informed as possible. All timelines outlined in this guide are the latest dates of acceptability; optimally, all programs will be completed as fast as science and technology allows before the dates outlined within. We work to constantly evolve our product sourcing models and positions to reflect decisions based on good science, industry best practices, transparency and choice. Our selection will change to reflect these decisions and we also may change our decisions and outlooks based on evolving information. *NOTE: If no improvements are made (as documented by third-party audit or BJ's site visits) after a reasonable timeline or if any of the 5 Freedoms are found to have been violated, BJ's will stop sourcing from vendors unwilling to improve or that do not have animal welfare as a basic tenet of their operations. All assessments will be conducted by third-party audit at the vendor's expense.*

Open-Door Policy and Auditing

BJ's requires that all vendors have an open-door policy for BJ's personnel to review their facilities where animal handling occurs and not restrict access unnecessarily. It is understood in some cases that vendors and/or farmers will need advance notice and have limited restrictions (i.e. three days between farm visits) due to bio-security procedures. Failure to adhere to the Open-Door Policy will result in the loss of relationship with BJ's.



BJ's recommends all vendors publish a public yearly report. This report should outline progress towards their own animal welfare guidelines and audit results.

Incident Response

Any vendor who finds animal abuse in their facility is required to immediately report it to BJ's. At that time, BJ's will immediately conduct an audit of the facility either by BJ's personnel and/or third-party auditors. BJ's understands that some instances may be a result of an individual's actions and not indicative of a company's animal welfare program and we will use our best judgement under our Fix, Not Avoid program. Any vendor or employees of a vendor found to be engaged in systematic or blatant animal abuse will be subject to immediate termination of supply agreements.

Animal Welfare and Eco-Label Policy

At this time, BJ's does not require any specific animal welfare or eco-label. BJ's currently supports the efforts of all groups that are working towards the improvement of animal welfare. Currently, BJ's encourages the efforts of Certified Humane, United Egg Producers, Animal Welfare Approved and Global Animal Partnership; however, these are not a requirement, and the meeting of these guidelines does not mean automatic approval for their label usage.

Animal Testing

The use of formulations that have been tested on animals to substantiate claims (i.e. Tear Free) is prohibited for products provided to BJ's under its Own Brand Program (Berkley Jensen or Wellsley Farms). Alternatives to testing (i.e. in vitro, 3T3 Neutral Red Uptake Photo Toxicity Tests, Epiderm, Cadaver, etc.) will be the only methods accepted for claims-based testing requirements when required.

Antibiotics

BJ's wants to ensure the long-term viability of antibiotics that the FDA and WHO have deemed as "medically important" antibiotics. The misuse of antibiotics in food animals is a serious concern and BJ's may use audits, document review, and/or testing to ensure compliance. All vendors are required to follow the updated FDA's Feed Directive. BJ's understands there is some need for sub-therapeutic antibiotic use that is not deemed "Medically Important" or "Shared Use;" however, any use must be: judiciously used under veterinary oversight and properly labeled if required. Failure to identify the use of antibiotics in products provided to BJ's (even if they are typical/prevalent in a given industry) is prohibited.

Fur and Exotic Skins

The use of fur and exotic skins is not approved for any BJ's article. The use of certificate or "responsible sourcing" programs (i.e. Origin Assured) does not make a product acceptable. The use of faux fur is approved if the faux fur is confirmed through independent laboratory testing and the term "faux fur" is clearly labeled on the product.



Species Specific Guidelines

BJ's has individual species-specific guidelines for Poultry (eggs and meat), Cattle (milk and meat), Veal, and Pork. All guidelines are derived from the best practices of the appropriate species partnerships (i.e. United Egg Producers, Pork Quality Assurance +, North American Meat Institute, etc) in addition to the Food Industry Association (FMI) Animal Welfare Guidelines.