

A photograph of a flock of sheep in a field. The sheep are in the foreground, with some looking towards the camera. The background features a line of evergreen trees and snow-capped mountains under a clear blue sky with a few wispy clouds.

IWAY STANDARD

ANIMAL WELFARE SECTION

The requirements are additional to those contained in the IWAY Agriculture Section and apply to the handling of animals and animal-based products in the IKEA value chain.

It includes generic requirements that are applicable to animals and additional species-specific requirements that are applicable for certain animal species: Cattle, Broiler Chicken, Laying Hen, Pigs, Duck and Waterfowl, and Sheep.



1 IWAY principles are supported by effective *routines* and open dialogue

SUPPLY CHAIN MANAGEMENT

			EXCELLENT
AW 1.1	The <i>supplier</i> has a programme for collecting data on animal welfare outcome measures and antibiotic use and reports to IKEA, when requested.		

10 Animals live decent lives

BETTER NUTRITION

MUST

- AW 10.1 Animals are not force fed.
- AW 10.2 Animals have access to sufficient quantities of *nutritious feed* and clean water to satisfy their nutritional and physiological needs and to maintain good health.

BETTER ENVIRONMENT AND BEHAVIOUR

MUST

- AW 10.3 Animal herd/flock sizes are managed appropriately regarding the available space, food, and water. Animals are not kept in extreme confinement.
- AW 10.4 Animals are protected from *thermal stress*.
- AW 10.5 Animals that are housed indoors have well-maintained air circulation and relative air humidity. Gas concentrations are kept within limits which are not harmful to the animals.

BASIC

- AW 10.6 Actions are taken to protect the animals from predators and pests.
- AW 10.7 Animal housing, facilities and equipment are constructed and maintained, to prevent causing injury and distress to the animals.
- AW 10.8 The indoor lighting conditions, where animals are housed, are maintained to support the physiological and behavioural needs of the animals.
- AW 10.9 Actions are taken to safeguard animal welfare in the event of emergency situations.

		ADVANCED	
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AW 10.10 Animals have access to well-managed and suitable substrate, when kept indoors.

BETTER HEALTH

MUST			
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AW 10.11 Animals are not intentionally injured or subjected to suffering.

AW 10.12 Animals are routinely observed for signs of injury, disease, and husbandry issues. Any animals found suffering are promptly treated or humanely euthanized.

	BASIC		
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AW 10.13 A written *health plan* to proactively manage and improve health and welfare of animals is in place and implemented.

AW 10.14 Growth promoting hormones and beta agonists are not used.

BETTER ANTIBIOTIC STEWARDSHIP

	BASIC		
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AW 10.15 Antibiotics are not used for growth promotion or routine *prophylactic treatment*.

			EXCELLENT
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AW 10.16 The *highest priority critically important antibiotics* are phased out from use.

BETTER COMPETENCE

	BASIC		
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AW 10.17 Animal handling and actions to ensure the safeguarding of animal health and welfare is done a *competent person*.

FITNESS TO TRAVEL

MUST			
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AW 10.18 Animals are transported only when they are fit for the intended journey.

AW 10.19 Animals are transported in conditions that minimize the risk of any injury or unnecessary suffering.

AW 10.20 No animals are *live exported* overseas for fattening or slaughter. Farms do not sell their animals to traders who intend to *live export* their animals overseas.

JOURNEY PLANNING

MUST			
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AW 10.21 Animals are protected from *thermal stress* during transportation.

			EXCELLENT
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AW 10.22 An emergency plan is prepared for all journeys to safeguard the security and the welfare of live animals in the event of an emergency during transport. The emergency plan includes, and is not limited to address:

- a) potential risks that may cause an emergency,
- b) the actions that can be taken if an emergency occurs,
- c) how the mitigating actions should be conducted and who is responsible,
- d) provision for facilities to hold the animals in the case of lengthy delays.

TRANSPORT VEHICLES AND *TRANSPORTER*

MUST		
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AW 10.23 Transport vehicles used are designed, constructed, maintained, and operated to minimize the risk of injury and suffering, and ensure the safety of the animals.

	BASIC	
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AW 10.24 Sufficient space is provided inside the animals' compartment that is appropriate to their size and allows them to sit and lie down.

AW 10.25 The animals' compartments have adequate ventilation.

AW 10.26 The loading and unloading facilities are designed, constructed, maintained, and operated, to minimize injury and suffering and ensure the safety of the animals.

		ADVANCED
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AW 10.27 The *transporter* maintains documents that are available during the transport of animals. The documents include the below as a minimum:

- a) their origin and their ownership,
- b) their place of departure,
- c) the date and time of departure,
- d) their intended place of destination.

SLAUGHTER

MUST		
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AW 10.28 All animals are effectively stunned prior to slaughter.

AW 10.29 Animals who are injured or unable to walk without severe pain upon arrival to the slaughterhouse are humanely euthanized on the spot.

10 Animals live decent lives: Additional species-specific requirements

Cattle

CATTLE: BETTER NUTRITION

	BASIC	
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- AW 10.30 Beef calves stay with their mother as close as possible to natural weaning, for a minimum 5 months from birth.
- AW 10.31 Dairy calves receive at minimum 3 litres of colostrum within 6 hours of birth. If dairy bull calves are not reared on site, they are given colostrum before leaving the *farm*.
- AW 10.32 Teat feeders are used if the calves are not suckled.
- AW 10.33 Cattle are fed a diet consisting mainly of grass and forage.

CATTLE: BETTER ENVIRONMENT AND BEHAVIOUR

MUST		
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- AW 10.34 Calves and cattle are not kept in veal crates and continuously tethered.

	BASIC	
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- AW 10.35 Dairy calves are paired, or group housed as early as possible and at the latest from 4 weeks of age. If individually housed prior to 4 weeks, calves have visual and tactile contact with each other.
- AW 10.36 When housed indoors, cattle have continuous access to non-slatted lying areas with dry and comfortable bedding.

		ADVANCED	
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- AW 10.37 Cattle have access to *environmental enrichment*, such as grooming brushes, when they are not on pasture.
- AW 10.38 Cattle are given permanent access to pasture, unless the health and welfare of the animal, weather conditions or the state of the ground temporarily prevent this.
- AW 10.39 Cattle are not *finished* on *feedlots*.

CATTLE: BETTER HEALTH

MUST			
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- AW 10.40 There is no tail-docking or face-branding on the cattle.

	BASIC		
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- AW 10.41 De-horning is not done, unless under extraordinary circumstances to address animal welfare concerns. This is carried out by a *competent person* with appropriate *pain management*.
- AW 10.42 Castration and branding, other than face-branding, is carried out by a *competent person* and with appropriate *pain management*.
- AW 10.43 *Farms* and ranches ensure that pre-calving cows and heifers, freshly calved cow-calf pairs, and calves prior to and during weaning, are observed at least once a day.
- AW 10.44 Double-muscle breeds are not used.

		ADVANCED	
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- AW 10.45 The farm demonstrates the inclusion of polled genetics into their dairy herd.

CATTLE: JOURNEY PLANNING

	BASIC		
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- AW 10.46 The cattle are given a rest period of at least one hour after travel of 14 hours to provide fluids and if necessary be fed. After this rest period they can travel for a further 14 hours.

Broiler chicken

BROILER CHICKEN: BETTER ENVIRONMENT AND BEHAVIOUR



AW 10.47 Broiler chickens are not reared in *cages* or multi-tier systems.



AW 10.48 Stocking density does not exceed 30 kg/m² at *depopulation*.

AW 10.49 No more than one *thin* per flock is allowed.

AW 10.50 Birds have a minimum of 8 hours of continuous daylight (Light period) and a minimum of 6 hours of continuous darkness per 24 hours.

AW 10.51 During the 'Light period' illumination is no less than 20 lux.

AW 10.52 The floor is covered in litter which is maintained in a dry and friable condition.



AW 10.53 Broiler chickens have access to both pecking substrates and perches/ platforms. Resources are sufficient in quality and quantity for all birds to gain access to them and utilize them throughout the flock cycle.



AW 10.54 All birds have access to natural light during the 'Light period.'

BROILER CHICKEN: BETTER HEALTH



AW 10.55 On average, the level of ammonia is not more than 20 ppm when measured at bird height.



AW 10.56 Slow growing breeds of chicken are used.

BROILER CHICKEN: SLAUGHTER



AW 10.57 Multi-phase-controlled atmosphere stunning or low atmospheric pressure stunning is utilized.

BROILER CHICKEN: JOURNEY PLANNING



AW 10.58 The maximum journey is less than 8 hours from loading the last bird to the time of arrival at the final destination.

Laying hens

LAYING HENS: BETTER ENVIRONMENT

MUST		
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AW 10.59 Hens are not reared in *cages*.

	BASIC	
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- AW 10.60 Stocking density is 9 birds/m² or below of *useable area*. For multi-tier system there are no more than 15 birds/m², calculated at ground floor level.
- AW 10.61 The size of the colony or group of laying hens is below 6 000 birds.
- AW 10.62 Birds have a lighting period which follows a 24-hour rhythm and a minimum of 6 hours of continuous darkness per 24 hours.
- AW 10.63 Nest boxes are provided that are not less than 1 nest per 7 hens for individual boxes, or 1m² nesting floor space per maximum 120 hens for community nest systems.
- AW 10.64 Nest boxes have floor substrate to encourage nesting behaviour.
- AW 10.65 Laying hens are provided with dry and friable litter that allows birds to dustbathe, scratch and forage.

	ADVANCED	
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- AW 10.66 Laying hens are provided with at least 15 cm of raised perch space for each bird.
- AW 10.67 At least 250 cm² of littered area per hen is provided, and the litter occupies at least one-third of the indoor ground surface.
- AW 10.68 Laying hens have access to *environmental enrichment* to help satisfy natural foraging behavioural needs. Enrichment is provided in sufficient quality and quantity, to satisfy the needs of all birds.

LAYING HENS: BETTER HEALTH

MUST		
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- AW 10.69 Hens are not induced to moult.

LAYING HENS: JOURNEY PLANNING

	ADVANCED	
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- AW 10.70 The maximum journey is less than 8 hours from loading the last bird to the time of arrival at the final destination.

Pigs

PIGS: BETTER NUTRITION

	BASIC	
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AW 10.71 Piglets are weaned after 21 days of age.

PIGS: BETTER ENVIRONMENT AND BEHAVIOUR

MUST		
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AW 10.72 Sows are not kept in *gestation crates/sow stall* or similar structures which results in extreme confinement, except between 7 days before farrowing and the day on which weaning is completed.

	BASIC	
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AW 10.73 Pigs have access to non-slatted lying areas.

AW 10.74 Sufficient floor space, sufficient feeding space and management methods are provided to manage aggression among pigs.

	ADVANCED	
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AW 10.75 Lying areas are maintained with sufficient, dry bedding to provide thermal and physical comfort.

AW 10.76 Pigs are provided with continuous access to *environmental enrichment*, which is sufficient in quality and quantity to satisfy their needs and does not have a negative impact on their health.

AW 10.77 Suitable material to satisfy nest-building behaviour is provided at least 48 hours before expected farrowing date.

AW 10.78 *Free-farrowing systems* are utilized.

PIGS: BETTER HEALTH

MUST		
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AW 10.79 There is no routine ear notching and nose-ringing.

	BASIC	
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AW 10.80 Teeth clipping/grinding is not carried out routinely. When carried out, it is performed at minimum with appropriate *pain management* by a *competent person*.

AW 10.81 Surgical castration of pigs is performed with appropriate *pain management* by a *competent person*.

	ADVANCED	
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AW 10.82 Tail docking is not carried out routinely. When tail docking is carried out, it is with appropriate *pain management* by a *competent person*.

PIGS: JOURNEY PLANNING

	BASIC	
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AW 10.83 The maximum journey is less than 8 hours from loading the last pig to the time of arrival at the final destination.

Ducks and waterfowl

DUCKS AND WATERFOWL: BETTER ENVIRONMENT AND BEHAVIOUR

BASIC

- AW 10.84 Ducks have continuous access to dry litter.
- AW 10.85 Birds that are 6 weeks or older have daily access to an outdoor range area during daylight hours.
- AW 10.86 Ducks have a minimum of 8 hours of continuous daylight and a minimum of 6 hours of continuous near or full darkness per 24 hours.
- AW 10.87 Ducks have access to water that is deep enough for them to cover their heads and be taken up by the beak, so that the duck can shake water over the body without difficulty.

ADVANCED

- AW 10.88 The stocking density of birds does not exceed 17 kg/m² at *depopulation*.
- AW 10.89 Natural light is provided in the indoor housing areas.
- AW 10.90 The outdoor range area is mainly covered with vegetation and includes shelter (natural and/or artificial), which offers protection from overhead predators and weather.
- AW 10.91 Ducks have access to open water, which allows full body access and is deep enough to swim.
- AW 10.92 The floor of all housing is covered in litter, except around water facilities where slatted floor is permitted, providing it does not make up more than 25% of total floor area.

DUCKS AND WATERFOWL: BETTER HEALTH

MUST

- AW 10.93 There is no *live plucking* of birds. Birds are not forced or induced to moult.

BASIC

- AW 10.94 The *farm* does not source animals that were ever live-plucked or outsource animals for *live plucking*.
- AW 10.95 There is no bill trimming, de-beaking, claw trimming, declawing, hole-punching, wing-clipping, or castration of birds.

DUCKS AND WATERFOWL: JOURNEY PLANNING

ADVANCED

- AW 10.96 The maximum journey is less than 8 hours from loading the last bird to the time of arrival at the final destination.

Sheep

SHEEP: BETTER NUTRITION

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| | BASIC | |
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- AW 10.97** Artificially reared lambs receive a sufficient amount of colostrum within 24 hours after birth.
- AW 10.98** If artificially reared, lambs are provided with milk until they are at least 6 weeks old.

SHEEP: BETTER ENVIRONMENT AND BEHAVIOUR

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| | BASIC | |
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- AW 10.99** When housed indoors, sheep have continuous access to lying areas with dry and comfortable bedding.

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| | ADVANCED | |
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- AW 10.100** Sheep are given permanent access to pasture unless the health and welfare of the animal, weather conditions or the state of the ground temporarily prevent this.

SHEEP: BETTER HEALTH

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| MUST | | |
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- AW 10.101** Mulesing and face branding is prohibited.

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| | BASIC | |
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- AW 10.102** De-horning, tail-docking, and disbudding is prohibited, unless under extraordinary circumstances to address animal welfare concerns. This is done with appropriate *pain management* and by a *competent person*.
- AW 10.103** Castration is performed with appropriate *pain management* and by a *competent person*.
- AW 10.104** The *lambing* period is planned to coincide with local climatic conditions favourable to good welfare and survival of the lambs.
- AW 10.105** *Lambing* is managed to provide appropriate assistance, while keeping disturbances to a minimum.
- AW 10.106** Isolation of individual sheep is minimized.
- AW 10.107** Sheep shearing is done at least once a year by a *competent person*.

SHEEP: JOURNEY PLANNING

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| | ADVANCED | |
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- AW 10.108** The sheep are given a rest period of at least one hour after travel of 14 hours to provide fluids and if necessary be fed. After this rest period they can travel for a further 14 hours.

Glossary

Cages	Box or enclosure with some openwork (e.g. wires, bars) for confining individual birds or groups of birds in a limited space which restricts their ability to move freely (horizontally and vertically). <i>Cages</i> may be furnished with a combination of laying nests, perches and/or small litter area or are barren and unfurnished. Wire is typically used for flooring so faeces can be regularly removed.	Finished	The finishing period is when beef animals are fed an energy-dense diet so that they will grow rapidly and add muscle/meat to their frame and optimise fat cover in preparation for slaughter.
Competent person	A competent person is someone who has sufficient training and experience or knowledge and other qualities that allow them to perform the task properly.	Free-farrowing systems	A system or practice where there is no possibility to confine the sow in a crate when in farrowing and lactation accommodation. Sows can always freely turn around, take at least a few steps in all directions, and lay down in a natural position.
Depopulation	The removal of animals for slaughter at the end of a production cycle.	Gestation crate/sow stall	A gestation crate, also known as a sow stall, is a metal enclosure in which a farmed sow (female pig) used for breeding is kept during duration of pregnancy.
Environmental enrichment	Any sort of provision to animals that: <ul style="list-style-type: none"> • increases the occurrence of desirable behaviours and decreases the occurrence of undesirable ones, • is deployed at an early age to minimise fear reactions, • maintains the sustained interest of animals, • promotes physical activity. It is sufficient in quality and quantity to allow all animals in each area the opportunity to access it.	Health plan	The written health plan includes at least the following content: <ul style="list-style-type: none"> • Parasite and pest control, • Disease prevention, treatment, and biosecurity, • Feed planning and nutrition (including colostrum (quality and amount) management for cattle), • Management of critical life stages (e.g., rearing of young animals, placement and <i>depopulation</i> of poultry and mixing of groups of pigs), • Breeding plans – selection of breeding stock which considers health and welfare traits (for example, polled genetics for dairy cattle, ease of calving and <i>lambing</i>, good mothering ability and suitability to environment), • Behaviour and handling training, • <i>Pain management</i> protocols, • Euthanasia and managing sick or injured animals. • A written policy on the responsible use of antibiotics. The <i>health plan</i> is prepared and reviewed annually with a veterinarian.
Farm	The entity with operational control of the farm, including the right to manage and implement changes at a farm-level and responsibility for the management and implementation of operational systems. This may include, for example, farmers, landowners, or management bodies responsible for a group of farms. This also includes activities under agro-forestry areas.	Highest priority critically important antibiotics	Critically important antimicrobials for risk management of antimicrobial resistance due to non-human use as defined by the World Health Organization. (https://www.who.int/publications/i/item/9789241515528)
Feedlots	Feedlots are yarded areas where cattle, after having been raised on pasture, are held in groups in close confinement while being fed a grain-based ration.		

Lambing	<i>Lambing</i> is when female sheep give birth to lambs.
Live exported	The commercial transport of live animals via ship across water to another country for the purposes of fattening or slaughter. This excludes the transport of live animals via land where the maximum transport times as set in each species-specific requirement.
Live plucking	The removal of feathers from the bird while the bird is still alive.
Nutritious feed	Feed which is appropriate to their species and sufficient to maintain their good health and physical condition.
Pain management	Including anaesthetics and analgesics as advised by a veterinarian.
Prophylactic treatment	The treatment of a healthy animal or group of animals to prevent infection, before an expected disease challenge. This also includes treatment of a group of animals in which one or more of the animals, or previously 'in-contact' animals, are showing clinical signs of a disease.
Routines	A set of actions designed to accomplish a task. Unless specified, <i>routines</i> may be unwritten.
Supplier	A company or organisation with which an IKEA company has an agreement and any sub-contractors to that agreement that supply products, services, materials, or components. For the purpose of this document, the term <i>supplier</i> applies to <i>suppliers</i> , service providers and other contracting parties.

Thermal stress	Thermal stress occurs when an animal is unable to regulate their body temperature within a normal range. The provision of housing or shelter when outdoors (natural or artificial) may be necessary to protect animals from <i>thermal stress</i> and temperature regulating equipment when indoors.
Thin/thinning	The thinning process involves rearing the birds to the maximum stocking density permitted and then removing a proportion of them to lower the density. This can take place several times before all the birds are finally removed from the shed.
Transporter	Any natural or legal person transporting animals on his own account, or for the account of a third party.
Useable area	An area at least 30 cm wide with a floor slope not exceeding 14 %, with headroom of at least 45 cm. Nesting areas shall not be regarded as usable areas.
Worker	A person performing work full-time or part-time. This includes piece rate <i>workers</i> , vocational trainees and <i>workers</i> undergoing a probationary period, as well as sub-contractor <i>workers</i> working 18 hours or more per week on-site.