

# Global Animal Partnership's 5-Step® Animal Welfare Rating Standards for Turkeys v2.0



## About the 5-Step® Animal Welfare Rating Program

The 5-Step® Animal Welfare Rating Program assesses the welfare of animals on-farm, during transport and at slaughter. Standards for additional components of production, such as breeding, will be developed in the future.

Through its very design as a multi-tiered program, the 5-Step® Program promotes continuous improvement in animal agriculture; engages a broad spectrum of producers; allows for wider product selection for greater consumer options; provides more detailed information about the level of welfare of farm animals; and better informs consumers about the production systems they may choose to support.

Each set of tiered standards—from Step 1 to Step 5+—has its own requirements, which must be met before certification to a particular Step level can be assigned. As the standard-setter, Global Animal Partnership does not conduct audits nor make Step-rating certification decisions. Authorized, third-party certification companies perform the audits and issue Step certificates, as appropriate. As such, producers, consumers, and retailers alike can be confident that Step-ratings are fair, accurate, and free of conflict of interest.

## About the 5-Step® Animal Welfare Rating Standards for Turkeys

This version of the 5-Step® Animal Welfare Rating Standards for Turkeys was issued on April 27, 2015, replaces all previous versions, and is effective January 1, 2016. Any operations audited on or after January 1, 2016, including those undergoing re-certification, will be audited to this version. The eight-month implementation period from issue date to effective date enables producers, both new to the 5-Step® Program and those renewing certification, time to adjust their management practices and protocols as necessary. The development process included guidance from animal welfare scientific experts, producers, public comments, and review and approval by the Global Animal Partnership Board of Directors.





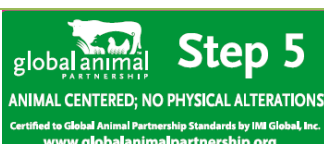

## About Global Animal Partnership

Global Animal Partnership, a nonprofit charitable organization founded in 2008, brings together farmers, scientists, ranchers, retailers, and animal advocates—a diverse group with the common goal of seeking to improve the welfare of animals in agriculture.

For more information, contact us at [info@globalanimalpartnership.org](mailto:info@globalanimalpartnership.org) or 877. 427.5783 (+1.202.540.9880 if calling from outside the United States).

## Program Overview

Turkeys raised in Step 1 systems typically live in a stationary housing structure and are provided the space to express natural behavior. In Step 2, they live in an enriched indoor environment. Turkeys in Step 3 systems have seasonal access to the outdoors with provisions that encourage ranging and foraging. In Step 4, they live on pasture, with access to housing; during winter, turkeys may be brought inside but must have daily access to the outdoors. In Step 5 and Step 5+, turkeys live continuously outdoors on pasture and may only be removed during extreme weather conditions. At Step 5+, turkeys spend their lives from placement on a single farm, and are processed at a mobile or on-farm slaughter facility.

Step Level	Marketing Claims	Description of System	Management Highlights
	No cages, no crates, no crowding	Turkeys in Step 1 systems live in a stationary housing structure and are provided the space to express natural behavior.	Turkeys are housed indoors and required to meet a maximum stocking density of 10 lbs/ft <sup>2</sup> . Beak-trimming and toe-nail conditioning are the only physical alterations allowed. No other physical alterations, such as desnodding or desprurring, are allowed.
	Enriched environment	Turkeys in Step 2 systems live in an enriched indoor environment.	Environmental enrichments are materials that are provided to turkeys to add complexity to their environment, encourage the expression of natural behavior (such as pecking, scratching, exploration and play behavior), and decrease the expression of abnormal and deleterious behavior such as feather pecking. Toe-nail conditioning is not allowed at this Step or higher.
	Enhanced outdoor access	Turkeys in Step 3 systems have seasonal outdoor access.	Turkeys live in a stationary housing structure with seasonal outdoor access. Outdoor access is defined as an outdoor area such as a dry lot, concrete pad, or pasture, but does not have to be pasture. Outdoor areas must contain features that increase the complexity of the environment.
	Pasture centered	Turkeys in Step 4 systems live on pasture; during winter turkeys may be housed with continuous access to the outdoors.	Turkeys live on pasture from the age of 7 weeks with access to housing or shelter. During winter, turkeys may be brought inside but must have daily access to the outdoors. Pasture includes access to rangelands, grassland, planted pastures, managed pastures, wooded areas, and harvested crop areas. Beak-trimming is not allowed at this Step or higher.
	Animal centered; no physical alterations	Turkeys in Step 5 systems live continuously on pasture and may only be housed during extreme weather conditions.	Turkeys live continuously on pasture from the age of 7 weeks. This Step requires slower growing breeds that have the ability to perch.
	Animal centered; entire life on same farm	Turkeys in Step 5+ systems live continuously on pasture and may only be housed during extreme weather conditions.	Turkeys live continuously on pasture from the age of 7 weeks. This Step requires slower growing breeds that have the ability to perch. Turkeys spend their entire lives on a single farm, and are processed at a mobile or on-farm slaughter facility.

## How to Read these Standards

Standards applicable to a Step level are designated with a ● symbol in the corresponding Step column. The ⓘ indicates the standard is considered a major non-conformance (see Non-conformances section below for more details).

In the example below, the standard is required for each Step level, Step 1 through Step 5+:

STANDARD	Step Level					
	1	2	3	4	5	5+
<b>2.4 Handling</b>						
<b>2.4.1 ⓘ</b> Turkeys must be handled in a manner that does not cause injury.	●	●	●	●	●	●

In this example, 5.1.1 is required only for Step 3, 5.1.2 is required only for Step 4, and 5.1.3 is required for Step 5-5+. In addition, the ⓘ symbol prefaces additional information provided to aid in the understanding of the standard:

STANDARD	Step Level					
	1	2	3	4	5	5+
<b>5.1 Outdoor and/or Pasture Access</b> ⓘ <i>Operations are strongly encouraged to provide turkeys access to the outdoors from the youngest age possible and for as much of their lives as possible.</i>						
<b>5.1.1 ⓘ</b> All turkeys from 7 weeks of age must be given continuous outdoor access during daylight hours unless climatic conditions pose a welfare risk. ⓘ [5.1.1]: <i>Turkeys in Step 3 systems have seasonal outdoor access.</i>			●			
<b>5.1.2</b> All turkeys from 7 weeks of age must be given continuous access to pasture during daylight hours. If climatic conditions pose a welfare risk then turkeys can be removed from pasture but must be continuous access to an outdoor area during daylight hours. ⓘ [5.1.2]: <i>See Section 5.2 for the requirements of pasture and outdoor areas.</i>				●		
<b>5.1.3</b> All turkeys from 7 weeks of age must be given continuous access to pasture except during extreme weather conditions. ⓘ [5.1.3]: <i>Turkeys in Step 5 and Step 5+ systems may only be housed during extreme weather conditions (e.g., non-typical weather for the season such as large swings in temperature or heavy precipitation, or tornadoes, hurricanes, monsoons, blizzards, floods) that jeopardize their welfare. Seasonal housing due to inclement climatic conditions is prohibited.</i>					●	●

## Program Requirements

The following is applicable to each operation applying for certification to Global Animal Partnership's 5-Step® Animal Welfare Rating Program for turkeys.

### I. General

- a. The standards in this document are requirements.
- b. With the exception of Standard 1.1.6 for Steps 5 and 5+, standards for breeding animals are not included in this document and will be developed in the future.
- c. Unless otherwise specified, standards in this document pertain to turkeys of any age.
- d. The term “flock” is defined as a barn/house of turkeys. The group can be kept all together or divided into smaller groups but would be considered one flock. If poults are brooded together but are subsequently raised to different Step levels they would be considered two flocks and would require two sets of records.
- e. The term “operation” is defined as either (i) a single farm or (ii) a farm with more than one location, that meets all of the following criteria:
  - o all staff and animals are under the direct supervision and management of the farm;
  - o the farm owns, rents or leases, all the locations where the animals are raised.

Operations can include contract growers or farms that own their own birds.

- f. In order to achieve certification to a particular Step-rating, the operation must meet all applicable standards. For example, all standards specified for Step 3 must be met in order to become certified to Step 3.
- g. Certification is for a 15-month period, which allows for animals and operations to be assessed seasonally over a 5 year period.
- h. The GAP Pilot Policy Manual v1.0 is a companion document to the standards, and details additional program requirements and terms of certification beyond that which is included in the standards.
- i. Each operation must follow a chain of custody program that is also maintained by the processor and any further processor. The chain of custody program can be developed and implemented by an affiliated group (e.g., a producer group, co-operative, marketing entity) or created with the aid of external consultation.
- j. No standard in this document supersedes governmental regulations or laws, whether local, regional, state, provincial, territorial, federal, national, or other.

### 2. Applications

- a. Each operation is required to submit a new, completed 5-Step® application for each certification cycle.
- b. Each operation must identify all sites (either owned, leased, and/or shared) used to raise animals by the operation on their 5-Step® application.
- c. Applications, as well as this document, can be downloaded at [www.globalanimalpartnership.org/](http://www.globalanimalpartnership.org/) or by contacting your certifier.

### 3. Audit and Certification

#### a. General

- i. Each operation must submit a completed 5-Step® application, and be audited and certified prior to marketing any product as Step-rated.
- ii. Each operation must be audited once every certification cycle.
- iii. Each operation must have turkeys on-site at the time of audit, but not all houses must have turkeys in them at the time of the on-site audit.
- iv. At the time of audit, the person(s) responsible for managing the operation and/or an animal caretaker must be present. A designated representative affiliated with a supplier group may also be present at the time of the audit.

- v. Each operation applying for 5-Step® certification is responsible for ensuring that all required records and documents are available, and that all applicable standards are met, including actions that may occur at the hatchery (e.g. beak trimming) or may be contracted or managed by another entity (e.g. herding and loading, transport, rodent control).
- vi. All applicable standards, including those that may be controlled or managed by, or contracted to, another (e.g. the hatchery; a herding and loading crew; a transporter; a producer group, co-operative, or marketing entity; processing plant), will be assessed for compliance by the certification company and incorporated into its overall assessment of the operation prior to the final Step determination.
- vii. GAP supports the use of video or other electronic monitoring records for the review of poult set-up and handling and herding and loading turkeys. Use of video technology is not a requirement but can be used in place of certain observations listed in GAP's Pilot Policy Manual v1.0. Please refer to GAP's Pilot Policy Manual v1.0 for additional details about how this must be conducted.
- viii. Auditors do not make Step-rating determinations nor provide consultative service to producers on meeting standards requirements. Step-rating determinations are made by reviewers of authorized certification companies.
- ix. For any standard that is differentiated for the various step levels (such as growth rate, lameness etc.), any operation found to have a non-conformance at re-certification will be downgraded to a lower step rating. The certifier has the discretion to issue a non-conformance in place of a downgrade, if and only if, the operation can show reasonable efforts to achieve the level specified in the standard.
- x. Operations are only considered seasonal if they produce birds for a portion of the year (e.g. flocks raised from July to November). If an operation produces birds all year round, but only produces Step-rated birds seasonally (i.e. for the holidays), the operation is not considered a seasonal operation.
- xi. For operations that raise turkeys year-round and achieve a Step-rating, the issue date of the 5-Step® certificate will be the date the final Step-rating decision is made and not the date of the audit, communication of non-conformances (if any) from the certification company to the operation, or other.
- xii. For operations that (1) only raise turkeys seasonally or (2) are new operations, the issue date of the 5-Step® certificate will be the date of the on-site audit, rather than the date the final Step-rating decision is made.

**b. Specifics for Individual Operations that Market Their Own Birds**

- i. An operation that markets its own birds must have at least 1 flock inspected when turkeys are within 14 days of slaughter.
- ii. At least 1 flock must be observed during brooding (up to 21 days) (this can be observed using video technology – see 3a.vii. above; GAP's Pilot Policy Manual v1.0; and check and confirm certifier's protocols for further details).
- iii. If the operation has more than 4 flocks, then a minimum of 50% of the flocks will be selected by the auditor for inspection. If the operation has multiple locations, the 50% requirement must include at least one inspection at each location.
- iv. Herding and loading must be observed and audited at least once each certification cycle (this can be observed using video technology – see 3 a.vii. above; GAP's Pilot Policy Manual v1.0; and check and confirm certifier's protocols for further details).
- v. The herding and loading observation referenced above can be of non-Step-rated birds, provided all aspects of the herding and loading process are the same for all flocks, including those to be marketed as Step-rated.

**c. Specifics for Operations that are Part of an Affiliated Group**


- i. For operations that market birds through an affiliated group (e.g. producer group, co-operative, marketing entity) rather than under the operation's own name or brand, 30% of the operations must have 1 flock inspected when turkeys are within 14 days of slaughter; 5% at brooding (up to 21 days; this can be observed using video technology – see 3a.vii. above; GAP's Pilot Policy Manual v1.0; and check and confirm certifier's protocols for further details); and the remaining 65% when the turkeys are any age.

- ii. If an individual operation has more than 4 flocks, then a minimum of 50% of the flocks will be selected by the auditor for inspection. If the operation has multiple locations, the 50% requirement must include at least one inspection at each location.
- iii. Herding and loading must be observed and audited at least once each certification cycle. If the affiliated group controls herding and loading for multiple operations, the auditor may observe and inspect the herding and loading process for the group rather than on each applicant’s own operation, provided that (1) the assessment is performed at least once per certification cycle and (2) all aspects of the herding and loading process are the same for all operations. (This can be observed using video technology – see 3 a.vii. above; GAP’s Pilot Policy Manual v1.0; and check and confirm certifier’s protocols for further details).
- iv. The herding and loading observation referenced above can be of non-Step-rated birds, provided all aspects of the herding and loading process are the same for all flocks, including those to be marketed as Step-rated.

#### 4. Non-conformances

- a. If an operation fails to meet a standard, it will be considered a non-conformance. There are three categories of non-conformance: minor, major and critical (see GAP’s Pilot Policy Manual v 1.0).

In the example below, the  indicates the standard is considered a major non-conformance.

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>2.4 Handling</b>							
<b>2.4.1</b> 	Turkeys must be handled in a manner that does not cause injury.	•	•	•	•	•	•

In the example below, the standard is considered a minor non-conformance.

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>2.2 Hazard Management</b>							
<b>2.2.1</b>	Equipment, fittings, openings, protrusions, housing, outdoor areas, fences, and any other structures must be maintained to prevent injury.	•	•	•	•	•	•

- b. If an operation is issued a non-conformance, it needs to be addressed by the operation before a certificate is issued (see GAP’s Pilot Policy Manual v 1.0).
- c. If an operation receives a repeat non-conformance at the time of the next audit – the designation of minor, major and critical impacts the certification (see Repeat Non-conformances in GAP’s Pilot Policy Manual v 1.0)

#### 5. Step Ratings

- a. Each Step level—Step 1 through Step 5+—has its own requirements that must be met to be certified to that level. If an operation, for example, meets 100% of the requirements for Step 3, but also reaches some Step 4 requirements, the 5-Step® certification will be for Step 3.
- b. If an operation markets turkeys through an affiliated group (e.g. a producer group, co-operative, marketing entity) and if the group does not segregate product from different operations, the lowest Step rating achieved by the members of that group will be the ultimate Step rating assigned to the products marketed by the group as a whole. For example, 10 farms owned by different operators raise turkeys marketed under a single name, and

product is not segregated according to farm. Of those 10 farms, one farm is certified to Step 1, three farms to Step 2, four farms to Step 3, and two farms to Step 5. Since the group does not segregate product, the final product marketed under that single name will be labeled as Step 1.

- c. If turkeys to be marketed as Step-rated are not raised on a single operation and different stages of production are conducted by different operations, each operation must submit a completed 5-Step<sup>®</sup> application and be audited and certified, and the lowest Step rating achieved will be assigned to the marketed product. For example, poults are brooded at Farm A, which sells the birds to Farm B for grow-out. Farm A achieves a rating of Step 2, and Farm B is certified to Step 3. The final product will be labeled as Step 2.
- d. If an operation raises both Step-rated birds and non-Step-rated birds (i.e. is a split operation), a strict segregation protocol must be in place and approved by the certifier prior to a 5-Step<sup>®</sup> certificate being issued.
- e. The 5-Step<sup>®</sup> certificate for a split operation will not be issued to the operation as a whole. Rather, it will specify the certified Step-rated portion of the split operation.

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# 1 ANIMAL SOURCE AND HEALTH

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>1.1 Source / Breed / Lines / Strains</b>							
1.1.1	Intentional use of genetically modified or cloned turkeys, or their progeny, is prohibited.	•	•	•	•	•	•
1.1.2	Breeds/lines/strains must be chosen for good leg health and low levels of mortality. <i> ⓘ [1.1.2]: See related Sections 2.8, 2.9, 2.10 and 2.11.</i>	•	•	•	•	•	•
1.1.3	Breeds/lines/strains must be chosen for the ability to range and good immune systems. <i> ⓘ [1.1.3]: See related Sections 5.1, 5.2, 5.3 and 5.4.</i>				•	•	•
1.1.4	Breeds/lines/strains must be chosen for low levels of injurious behavior. <i> ⓘ [1.1.4]: See related Section 2.7 and Standard 9.7.1.</i>				•	•	•
1.1.5	Breeds/lines/strains must be able to perch. <i> ⓘ [1.1.5]: The 5-Step® Animal Welfare Rating Standards defines perching as the act of balancing with feet (claws) wrapped around an elevated object such as a wooden bar or pole, or a tree branch. Turkeys must be able to perch while in both sitting and standing positions.</i> <i> ⓘ [1.1.5]: See related Standards 4.7.1 and 5.4.3 for perching requirements.</i>					•	•
1.1.6	Each operation must have a signed affidavit from the source confirming that breeding stock meet <u>all</u> of the following criteria: a. Turkeys are not feed restricted; b. Turkeys are not water restricted; c. Turkeys have never been kept in cages; d. Turkeys have never received sub-therapeutic antibiotics; e. Turkeys breed naturally. <i> ⓘ [1.1.6]: The affidavit may come from the hatchery or the breed company.</i>					•	•
<b>1.2 Growth Rates</b>							
<i> ⓘ Producers are not required to weigh their birds – compliance will be determined from the breeder’s published data for growth under optimum conditions. If an operation has questions about this Section, please reach out to the Certifier for further clarification.</i>							
1.2.1	The maximum average growth rate must not exceed: a. 0.350 lbs (159 g) per day for toms; b. 0.213 lbs (97 g) per day for hens.	•	•				
1.2.2	The maximum average growth rate must not exceed: a. 0.300 lbs (136 g) per day for toms; b. 0.192 lbs (87 g) per day for hens.			•	•		




STANDARD		Step Level					
		1	2	3	4	5	5+
<b>1.2 Growth Rates <i>Continued</i></b>							
1.2.3	The maximum average growth rate must not exceed: a. 0.215 lbs (98 g) per day for toms; b. 0.130 lbs (59 g) per day for hens.					•	
1.2.4	The maximum average growth rate must not exceed: a. 0.143 lbs (65 g) per day for toms; b. 0.083 lbs (38 g) per day for hens.						•
<b>1.3 Medication</b>							
1.3.1	Animals that are given antibiotics, ionophores, beta agonists, sulfa drugs and/or arsenic-based drugs are prohibited from being marketed as Step-rated.  <i>① [1.3.1]: This standard applies whether given therapeutically or sub-therapeutically.</i> <i>① [1.3.1]: See Standard 1.4.1 for prompt treatment of animals.</i> <i>① [1.3.1]: Arsenic-based drugs include, but are not limited to 3-Nitro®, Roxarsone, Nitarsone, Arsanilic Acid, and Carbarsone.</i>	•	•	•	•	•	•
1.3.2	A protocol must be in place to identify and ensure that any animals treated with antibiotics, ionophores, beta agonists, sulfa drugs and/or arsenic-based drugs are not marketed as Step-rated.	•	•	•	•	•	•
1.3.3	Off-label/extra-label use of medicines is prohibited unless prescribed or advised by a veterinarian.	•	•	•	•	•	•
1.3.4	Off-label/extra-label medicines must be identified with the prescribing veterinarian's label affixed over the manufacturer's label and detailing the prescribed method of usage, duration of administration, and withholding time, if any.	•	•	•	•	•	•
1.3.5	Expired medication is prohibited.	•	•	•	•	•	•
<b>1.4 Treatment</b>							
1.4.1	Sick or injured turkeys must be promptly treated or euthanized according to Section 1.5.	•	•	•	•	•	•
1.4.2	Records must be kept of any treatment (medication, vaccinations, probiotics etc) to any individual or group of animals including: a. any substance administered; b. date and method of administration; c. flock/bird ID.	•	•	•	•	•	•
1.4.3	Veterinarian-prescribed treatments must be administered according to veterinarian guidance.	•	•	•	•	•	•
1.4.4	Any area designated for sick or injured turkeys, such as a hospital pen or designated area within an existing pen, must meet the space requirements and housing conditions detailed in the HOUSING section.  <i>① [1.4.4]: Sick and/or injured turkeys may be segregated from healthy animals when necessary, but it is not required if it is in the best interest of the animal to keep it with the flock.</i>	•	•	•	•	•	•











STANDARD		Step Level					
		1	2	3	4	5	5+
<b>1.5 On-Farm Euthanasia</b>							
1.5.1	Euthanasia must be performed by a veterinarian or other trained person(s).	•	•	•	•	•	•
	<i>📌 [1.5.1]: Producers will not be required to demonstrate the ability to euthanize an animal in order to show compliance with this standard, but they must be able to describe the training they have received whether this is experiential or formal, and articulate to the auditor the visual indicators of unconsciousness, and the physical parameters that confirm death.</i>						
1.5.2	Any animal identified as requiring euthanasia must be euthanized the same day.	•	•	•	•	•	•
1.5.3	Euthanasia must cause rapid and irreversible insensibility immediately followed by death.	•	•	•	•	•	•
1.5.4	The person performing euthanasia must remain with the turkey(s) until death is evident.	•	•	•	•	•	•
1.5.5	Immediately following death, all euthanized turkeys must be removed from housing and/or outdoor areas in use.	•	•	•	•	•	•
	<i>📌 [1.5.5]: It is the responsibility of the operation to dispose of dead animals according to local, state, provincial, territorial, and/or federal or national regulations.</i>						
1.5.6	Euthanasia equipment must be maintained according to manufacturer's specifications.	•	•	•	•	•	•

**Please note:** Section 1.5 On-Farm Euthanasia continues on the next page.





STANDARD				Step Level						
				1	2	3	4	5	5+	
<b>1.5 On-Farm Euthanasia <i>Continued</i></b>										
1.5.7	Methods of euthanasia are listed below, where YES indicates an acceptable method and NO indicates an unacceptable method:									
	METHOD	AGE			1	2	3	4	5	5+
		0 to 5 weeks (Up to 35 days)	5+ to 10 weeks (36-70 days)	10+ weeks (71 days+)						
	Penetrating captive bolt pistol <sup>1</sup>	YES	YES	YES						
	Non-penetrating captive bolt pistol <sup>1</sup>	YES	YES	YES						
	Gunshot to the head	YES	YES	YES						
	Veterinarian administered overdose of injectable anesthetics, including barbiturates and barbituric acid derivatives	YES	YES	YES						
	Gas stunning and killing systems <sup>1</sup> using (1) carbon dioxide, (2) argon, (3) nitrogen, or (4) a mixture of these gases	YES	YES	YES	•	•	•	•	•	•
	Electrical stun knife <sup>1</sup> (only permitted if bird is stunned prior to cutting the neck)	YES	YES	YES						
	Manually applied blunt force trauma to the head <b><i>This method is only an approved method until June 1, 2017 after which it is prohibited.</i></b>	NO	NO	YES						
Manual cervical dislocation (i.e. use of hands only to dislocate the neck as near to the head or skull as possible)	YES	NO	NO							
Mechanical cervical dislocation (i.e. equipment that pulls/crushes the neck such as wringers or poultry pliers or handheld cervical dislocators such as the Koechner Euthanasia Device)	NO	NO	NO							
<sup>1</sup> Only permitted if used to the manufacturer's specifications.										
<p>📌 [1.5.7]: If an operation would like to use a method of euthanasia not listed above, written approval from Global Animal Partnership must be received prior to on-farm use in order to meet this Standard.</p> <p>📌 [1.5.7]: With gunshot, captive bolts, and blunt force trauma, fatigue can be an issue for caretakers, so GAP encourages appropriate staffing and training.</p>										

## 2 ANIMAL CARE AND MANAGEMENT

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>2.1 Daily Flock Management</b>							
2.1.1	Each flock must be observed and monitored at least twice daily. Records of observation and monitoring must be kept. <i>📌 [2.1.1]: Each inspection, whether twice daily or more, must be recorded to meet this standard.</i>	•	•	•	•	•	•
2.1.2	Any dead turkeys observed during daily flock monitoring must be immediately removed from housing and/or outdoor areas in use. <i>📌 [2.1.2]: It is the responsibility of the operation to dispose of dead animals according to local, state, provincial, territorial, and/or federal or national regulations.</i>	•	•	•	•	•	•
<b>2.2 Hazard Management</b>							
2.2.1	Equipment, fittings, openings, protrusions, housing, outdoor areas, fences, and any other structures must be maintained to prevent injury.	•	•	•	•	•	•
2.2.2	Turkeys must be kept from contact with any potentially toxic substances (e.g., those used for maintenance, sanitation, cleaning, insect and rodent control).	•	•	•	•	•	•
<b>2.3 Poults and Brooding</b>							
<i>📌 See Standards 3.1.3 and 3.2.4 for water and feed requirements, Section 7.1 for poult transport requirements, and Standards 2.5.2 and 2.5.4 for records and documentation requirements.</i>							
2.3.1	Placement of poults must begin within 2 hours of delivery to the operation. <i>📌 [2.3.1]: Poult delivery boxes should be kept low to the ground and tipped in a manner that does not cause injury during unloading.</i>	•	•	•	•	•	•
2.3.2	Houses must be pre-warmed prior to poult arrival to accommodate their thermal needs. <i>📌 [2.3.2]: At poult height, a minimum temperature of 85°F (29.4°C) is recommended, but poult behavior should be the ultimate determinant of their thermal comfort.</i>	•	•	•	•	•	•
<b>2.4 Handling</b>							
2.4.1 	Turkeys must be handled in a manner that does not cause injury.	•	•	•	•	•	•
<b>2.5 Physical Alterations</b>							
<i>📌 It is Global Animal Partnership's intention to phase out all physical alterations.</i>							
2.5.1	All physical alterations are prohibited with the exceptions detailed in Standards 2.5.2 to 2.5.5.	•	•	•	•	•	•
2.5.2 	Beak trimming / beak conditioning is only permitted using infra-red treatment at the hatchery. Operations must have a letter from the hatchery confirming the method of beak trimming / beak conditioning.	•	•	•			
2.5.3 	Beak trimming / beak conditioning may only be performed once during the turkey's life and in accordance with Standard 2.5.2.	•	•	•			











STANDARD		Step Level										
		1	2	3	4	5	5+					
<b>2.5 Physical Alterations <i>Continued</i></b>												
2.5.4 	Toenail conditioning is only permitted using a microwave treatment at the hatchery on the front three toes. Operations must have a letter from the hatchery confirming the method of toenail conditioning.						•					
	 [2.5.4]: As per Standard 2.5.1, de-spurring <u>and/or</u> removing any portion of the turkey's toes is prohibited. Toenail conditioning involves the use of microwave energy to disrupt nail <u>growth</u> by damaging the germinal bed tissue from which the nail grows.											
2.5.5 	Toenail conditioning may only be performed once during the turkey's life and in accordance with Standard 2.5.4.						•					
<b>2.6 Thermal Comfort</b>												
2.6.1	The thermal comfort of turkeys must be maintained at all times through management and the provision of supplemental heating and/or cooling, as necessary.						•	•	•	•	•	•
<b>2.7 Feather Pecking</b>												
2.7.1 	Any incidence of feather pecking must be promptly addressed and managed.						•	•	•	•	•	•
	 [2.7.1]: See Standard 9.7.1 for records requirements.											
2.7.2	The use of goggles, blinkers, contact lenses, or any other similar artificial devices is prohibited.						•	•	•	•	•	•
<b>2.8 Footpad Dermatitis</b>												
 See Appendix I for footpad scoring. Note: the sum below is not prevalence but rather a calculation that accounts for both the frequency and severity of foot pad lesions.												
2.8.1 	Each operation must have a footpad dermatitis monitoring program (per Appendix I) that is conducted at the processing plant.						•	•	•	•	•	•
	 [2.8.1]: See Appendix I: Identifying and Scoring Footpad Dermatitis for charts and scoring protocol.											
2.8.2	Records of footpad dermatitis and the corresponding footpad dermatitis sum from the monitoring sample for each flock are required.						•	•	•	•	•	•
	 [2.8.2]: See Appendix I: Identifying and Scoring Footpad Dermatitis for specifications on calculating the flock's total footpad dermatitis sum.											
2.8.3	Footpad dermatitis sums must not exceed a total of 60.						•					
2.8.4	Footpad dermatitis sums must not exceed a total of 50.							•				
2.8.5	Footpad dermatitis sums must not exceed a total of 40.								•	•		
2.8.6	Footpad dermatitis sums must not exceed a total of 2.										•	•
2.8.7	If the incidence of footpad dermatitis found during random sampling of 100 feet per flock at the processing plant exceeds the Step-differentiation sums detailed above, a written intervention plan to reduce levels in subsequent flocks is required. At a minimum, the plan must include feed composition, litter management, humidity control, and stocking density.						•	•	•	•	•	•
	 [2.8.7]: Operations may find it useful to check footpads earlier in the growing period when they may be weighing or moving birds from the brooding to finishing phase, but any checks done prior to processing do not replace the requirements in 2.8.1.											

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>2.9 Lameness</b>							
① See Appendix II for lameness evaluations. Note: the sum below is not prevalence but rather a calculation that accounts for both the frequency and severity of lameness.							
2.9.1	Lameness evaluations must be conducted on 100 turkeys from each flock on the operation during the final week prior to slaughter.	•	•	•	•	•	•
	① [2.9.1]: See Appendix II: Lameness Evaluation for scoring protocol and specification on calculating the flock's total lameness sum, and Standard 2.9.2 for records requirements.						
2.9.2	Lameness records for each flock and the corresponding lameness sum from the monitoring sample for each flock are required.	•	•	•	•	•	•
	① [2.9.2]: See Appendix II: Lameness Evaluation for specification on calculating the flock's total lameness sum.						
2.9.3	Lameness sums must not exceed a total of 20.	•	•				
2.9.4	Lameness sums must not exceed a total of 15.			•			
2.9.5	Lameness sums must not exceed a total of 10.				•		
2.9.6	Lameness sums must not exceed a total of 1.					•	•
2.9.7	If the lameness evaluation conducted during the final week prior to slaughter exceeds the Step-differentiation total lameness sums detailed above, a written intervention plan is required to reduce levels in subsequent flocks.	•	•	•	•	•	•
	① [2.9.7]: Operations may find it useful to check lameness earlier in the growing period when they may be weighing or moving birds from the brooding to finishing phase.						
<b>2.10 Mortality</b>							
① Flock mortality numbers do not include culled or predated turkeys.							
2.10.1	Daily records of mortality and causes (if known) for each flock are required.	•	•	•	•	•	•
2.10.2	Annual flock mortality for turkeys up to 9 days old must not exceed a total of 3%.	•	•	•	•	•	•
2.10.3	Annual flock mortality for turkeys 10 days and older must not exceed 12%.	•	•				
	① [2.10.3]: This mortality calculation is independent of Standard 2.10.2.						
2.10.4	Annual flock mortality for turkeys 10 days and older must not exceed 10%.			•			
	① [2.10.4]: This mortality calculation is independent of Standard 2.10.2.						
2.10.5	Annual flock mortality for turkeys 10 days and older must not exceed 5%.				•		
	① [2.10.5]: This mortality calculation is independent of Standard 2.10.2.						
2.10.6	Annual flock mortality for turkeys 10 days and older must not exceed 3%.					•	•
	① [2.10.6]: This mortality calculation is independent of Standard 2.10.2.						

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>2.10 Mortality <i>Continued</i></b>							
<b>2.10.7</b> 	If flock mortality exceeds the percentages above, a written intervention plan that addresses, at a minimum, potential cause(s), stocking density, health, environment, lighting, and management factors is required to reduce levels in the existing and subsequent flocks.	•	•	•	•	•	•
<b>2.11 Culling</b>							
<b>2.11.1</b> 	Any turkeys meeting the following criteria must be culled according to acceptable euthanasia methods: a. runts; b. exhibiting a lameness score of 2; c. sick or injured without chance for recovery.	•	•	•	•	•	•
 <b>[2.11.1]:</b> See Appendix II: Lameness Evaluation for details on scoring lameness, and Section 1.5 for euthanasia requirements.							
<b>2.11.2</b>	Records of all culls and the reason for culling during each inspection for each flock are required.	•	•	•	•	•	•
<b>2.12 Other Commercially Raised Animals on the Operation</b>							
<b>2.12.1</b>	All species of animals raised commercially on the operation (for which 5-Step® Animal Welfare Rating Standards exist) must be raised and handled according to Step 1 standards or higher.					•	•
<b>2.13 Domestic Animals on the Operation</b>							
<b>2.13.1</b>	There must be no obvious signs of neglect or abuse of any domestic animals on the operation.	•	•	•	•	•	•
<b>2.13.2</b>	All domestic animals on the operation must be provided with: a. food and water on a daily basis, as evidenced by healthy body condition; b. surroundings that do not cause them injury; c. an environment that allows for freedom of movement and exercise; d. a comfortable resting area that provides protection from temperature extremes; e. veterinary attention if required.					•	•
 <b>[2.13.2]:</b> Domestic animals include dogs, cats, horses, or any other animals on the operation, including both pets or working animals.							



### 3 FEED AND WATER

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>3.1 Water Availability</b>							
3.1.1 	All turkeys must have continuous access to drinking water.	•	•	•	•	•	•
	 [3.1.1]: See related Standard 6.2.1.						
3.1.2	Waterers must be checked daily and any debris cleaned out.	•	•	•	•	•	•
3.1.3	Water must be available for brooding poults within any areas with supplemental heat.	•	•	•	•	•	•
<b>3.2 Feeding Requirements</b>							
3.2.1 	All turkeys must have <i>ad-libitum</i> access to feed during daylight hours.	•	•	•	•	•	•
	 [3.2.1]: See related Standard 6.2.2.						
3.2.2	Feeders must be designed and distributed to allow turkeys to eat without restriction.	•	•	•	•	•	•
3.2.3	Turkeys fed whole grains and/or given outdoor access must be provided with insoluble grit.	•	•	•	•	•	•
3.2.4	Feed must be available for brooding poults within any areas with supplemental heat.	•	•	•	•	•	•
<b>3.3 Feed Hygiene</b>							
3.3.1	Feed in storage bins and in feeders must not be moldy or mildewed, contaminated by rodents, or otherwise compromised in quality.	•	•	•	•	•	•
3.3.2	Feeders must be free of debris.	•	•	•	•	•	•
<b>3.4 Additives and Ingredients in Feed or Water</b>							
3.4.1 	Mammalian by-products are prohibited.	•	•	•	•	•	•
	 [3.4.1]: By-products include animal waste and products derived from slaughter/harvest process including meat, bone, blood and fat.						
3.4.2 	Avian by-products are prohibited.	•	•	•	•	•	•
	 [3.4.2]: By-products include animal waste and products derived from slaughter/harvest process including meat, bone, blood, fat and feather.						
3.4.3 	Fish and fish by-products are prohibited.	•	•	•	•	•	•
	 [3.4.3]: This includes whole fish, parts of fish, fish meal, fish by-products from the processing industry and other aquatic species and/or products (does not include seaweed or oyster shell).						
3.4.4	A list of all feed ingredients, including any additives and/or mineral and vitamin mixes, given to each flock is required.	•	•	•	•	•	•

## 4 HOUSING

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>4.1 Housing Systems</b>							
① <i>Movable pens/coops/huts without floors (also commonly known as tractors and arks) that confine birds and only allow them to range within the unit can only achieve Step 2.</i>							
4.1.1	All cage systems are prohibited.	•	•	•	•	•	•
	① [4.1.1]: <i>A cage is a fully enclosed structure made of mesh, bars, or wires that prevents full range of motion and the ability to express natural behavior, such as roosting, foraging, and exercising (e.g., battery cage, colony cage). Cages do not include fenced-in porches and outdoor enclosures provided they allow for full range of motion and the ability to express natural behavior. Transport containers are also excluded from the definition of cages.</i>						
4.1.2	Housing systems must be mobile and movable.					•	•
<b>4.2 Access to Housing</b>							
4.2.1	All turkeys must have continuous access to housing that provides protection from the elements and predation.	•	•	•	•	•	•
	① [4.2.1]: <i>Structures, whether mobile or permanent, meet this standard.</i>						
<b>4.3 Litter and Flooring</b>							
4.3.1	Floors of all houses, including mobile houses that are stationary for more than 3 days, must be completely covered with non-toxic, fibrous, and friable litter.	•	•	•	•	•	•
	① [4.3.1]: <i>Caked litter in areas directly under feed and water lines less than 24 inches (61 cm) in width does not violate this standard.</i>						
4.3.2	Litter must be of quality and quantity to: <ul style="list-style-type: none"> <li>a. provide a comfortable environment;</li> <li>b. allow for dust-bathing behavior.</li> </ul>	•	•	•	•	•	•
4.3.3	Slatted and/or wire floors are prohibited.	•	•	•	•	•	•
<b>4.4 Air Quality</b>							
4.4.1	Air quality must be assessed at least once each day, using calibrated meters or testing strips, or sensory evaluation, and records kept.	•	•	•	•	•	•
	① [4.4.1]: <i>See Appendix III: Sensory Evaluation of Air Quality for standardized protocol.</i>						
4.4.2	If air quality levels exceed 10 mg/m <sup>3</sup> for dust and 15 ppm for ammonia (if assessed with meters or strips) or a score of '2' according to Appendix III: Sensory Evaluation of Air Quality (if assessed using sensory evaluation), a written intervention plan designed to improve air quality is required and must be implemented immediately.	•	•	•	•	•	•
<b>4.5 Lighting</b>							
4.5.1	Light intensity in housing during daylight hours, either from artificial or natural light, must be at least 20 lux (2 foot candles).	•	•				
	① [4.5.1]: <i>The indoor light intensity must be bright enough to allow for inspection of all turkeys.</i>						

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>4.5 Lighting Continued</b>							
4.5.2	Light intensity in housing during daylight hours, either from artificial or natural light, must be at least 50 lux (5 foot candles).			•	•		
	① [4.5.2]: Fluorescent lighting tubes that have wavelengths similar to natural sunlight (more UV than red in the visual spectrum) are preferred.						
4.5.3	Ⓜ Turkeys must be provided with a minimum of 6 hours of continuous darkness per 24-hour period from placement.	•	•				
4.5.4	Turkeys must be provided with a minimum of 8 hours of continuous darkness per 24-hour period from placement, except when birds are raised under natural lighting conditions and dark periods are shorter.			•	•	•	•
4.5.5	Night lights may be used but must not exceed 3 lux at the turkey's height.	•					
<b>4.6 Stocking Density</b>							
① Stocking density is calculated based on the final target weight of all turkeys per flock per area at the time of herding and loading. The expected livability used to calculate stocking density must be based on breed performance and historical data from previous flocks.							
Flock stocking density is calculated as follows:							
<b>[(total number of turkeys placed x expected livability) multiplied by (expected final live weight)] / divided by the area of the house the flock is raised in</b>							
<u>Single Flock Calculation Example</u>							
In a 20,000 ft <sup>2</sup> (1,858 m <sup>2</sup> ) house, a flock of 5,000 birds is raised to an average weight of 35 lb (16 kg). The expected livability is 90%. The stocking density for the flock is (5,000 x 0.9 x 35 lb) / 20,000 ft <sup>2</sup> to equal 7.9 lb/ft <sup>2</sup> (38.8 kg/m <sup>2</sup> ). This stocking density is in compliance with Step 1.							
<u>Thinned Flock Calculation Example</u>							
If the farm manager plans to thin the flock (i.e. process some turkeys earlier than others, according to weight), the stocking density at any given time in that flock's production cycle must still be met. <u>The manager must document that thinning was planned prior to placement.</u>							
In a 20,000 ft <sup>2</sup> (1,858 m <sup>2</sup> ) house, a flock of 7,500 birds is raised to two weights – 2,500 raised to 25 lbs (11 kg) and the remainder to 38 lb (17 kg). The expected livability is 88%. So the stocking density for the flock before thinning is (7,500 x 0.88 x 25lb) / 20,000 ft <sup>2</sup> to equal 8.3 lb/ft <sup>2</sup> (39 kg/m <sup>2</sup> ); the stocking density of the group post-thinning is (5,000 x 0.88 x 38) / 20,000 ft <sup>2</sup> to equal 8.4 lb/ft <sup>2</sup> (40 kg/m <sup>2</sup> ). Both stocking densities are in compliance with Step 1.							
4.6.1	Ⓜ Stocking density must not exceed 10 lb/ft <sup>2</sup> (48.8 kg/m <sup>2</sup> )	•					
4.6.2	Stocking density must not exceed 7.5 lb/ft <sup>2</sup> (36.6 kg/m <sup>2</sup> )		•				
4.6.3	Stocking density must not exceed 6.5 lb/ft <sup>2</sup> (31.7 kg/m <sup>2</sup> )			•			
4.6.4	Stocking density must not exceed 6 lb/ft <sup>2</sup> (29.3 kg/m <sup>2</sup> )				•	•	•
4.6.5	Turkeys must have enough space to express natural behavior, including standing, turning around, and preening, without touching another turkey.	•	•	•	•	•	•

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>4.7 Perches</b>							
4.7.1	From 7 weeks of age, if turkeys are housed at night, perches must be provided in the house that meet the following criteria: <ul style="list-style-type: none"> <li>a. at least 15 in (38 cm) of perch space per turkey to enable all birds to perch simultaneously;</li> <li>b. at least 15 in (38 cm) off the floor;</li> <li>c. of suitable material, such as wood, plastic, or plastic-coated metal.</li> </ul>					•	•
	<p>① [4.7.1]: <i>The 5-Step® Animal Welfare Rating Standards defines perching as the act of balancing with feet (claws) wrapped around an elevated object such as a wooden bar or pole, or a tree branch. Turkeys must be able to perch while in both sitting and standing positions. See related Standards 1.1.5 and 5.4.3. Perches should be built to the same level (rather than stacked, stepped, or tiered) and with at least 24 in (61 cm) between rods / poles.</i></p> <p>① [4.7.1]: <i>Turkeys will utilize perches more effectively if the birds are introduced to lower perching structures at younger ages.</i></p>						
<b>4.8 Environmental Enrichments</b>							
<p>① <i>An enrichment is an addition to the turkey’s environment that encourages the expression of natural behavior. Examples include, but are not limited to, bales of straw or hay, raised platforms, provision of forages or brassicas, and scattering of grains. Perches, dust-baths, and litter are not considered enrichments (see Standards 4.7.1 and 5.4.3 for indoor and outdoor perch requirements for Step 5 and Step 5+, and Standards 4.3.1 and 4.3.2 for litter requirements.) Items that quickly lose their novelty and/or go unused by the turkeys, such as pipes and PVC tubing, are not considered acceptable enrichments. See Appendix IV: A Guide to Turkey Enrichments for more information on enrichments.</i></p> <p>① <i>For Step 4 turkeys, the standards in this Section apply if birds need to be removed from pasture during the winter months.</i></p>							
4.8.1	Indoor environmental enrichments must be provided by the time the poults are 21 days old.		•	•	•		
4.8.2	Indoor environmental enrichments must be maintained throughout the life of the turkeys.		•	•	•		
4.8.3	Indoor environmental enrichments must be placed throughout the house.		•	•	•		
4.8.4	For houses that are smaller than 1,000 ft <sup>2</sup> (93 m <sup>2</sup> ), there must be a minimum of 2 enrichments.		•	•	•		
4.8.5	For houses that are greater than 1,000 ft <sup>2</sup> (93 m <sup>2</sup> ), there must be a minimum of 1 enrichment for every 1,000 ft <sup>2</sup> (93 m <sup>2</sup> ) of indoor space plus 1 additional enrichment.		•	•	•		
4.8.6	The indoor environment must contain at least 1 type of primary enrichment.		•				
4.8.7	The indoor environment must contain at least 2 different types of enrichments that are used by the turkeys. One of these must be a primary enrichment. The second ‘type’ enrichment can be selected from either the primary or secondary list.			•	•		
	① [4.8.7]: <i>See Appendix IV: A Guide to Turkey Enrichments - for more detail on types of enrichments. This standard will not be met by providing two enrichments of the same type—e.g. hay bales and straw bales. As turkeys raised in Step 5 and Step 5+ systems may only be housed at night and during extreme weather conditions, indoor enrichments are not required.</i>						














## 5 OUTDOOR ACCESS AND PASTURE

① Outdoor access is defined as an outdoor area such as a dry lot, concrete pad, or pasture, but does not have to be pasture.

① Pasture includes access to rangeland, grassland, planted pastures, managed pastures, wooded areas, harvested crop areas (for clean-up), and any other and where turkeys have access to vegetation.

① Pastures should be rested, and allowed to regenerate between groups.

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>5.1 Outdoor and/or Pasture Access</b>							
① Operations are strongly encouraged to provide turkeys access to the outdoors from the youngest age possible and for as much of their lives as possible.							
5.1.1	All turkeys from 7 weeks of age must be given continuous outdoor access during daylight hours unless climatic conditions pose a welfare risk. ① [5.1.1]: Turkeys in Step 3 systems have seasonal outdoor access.			•			
5.1.2	All turkeys from 7 weeks of age must be given continuous access to pasture during daylight hours. If climatic conditions pose a welfare risk then turkeys can be removed from pasture but must be given continuous access to an outdoor area during daylight hours. ① [5.1.2]: See Section 5.2 for requirements for pasture and outdoor areas.				•		
5.1.3	All turkeys from 7 weeks of age must be given continuous access to pasture during daylight hours except during extreme weather conditions. ① [5.1.3]: Turkeys in Step 5 and Step 5+ systems may only be housed during extreme weather conditions (e.g., non-typical weather for the season such as large swings in temperature or heavy precipitation, or tornadoes, hurricanes, monsoons, blizzards, floods) that jeopardize their welfare. Seasonal housing due to inclement climatic conditions is prohibited.					•	•
5.1.4	The following records are required: a. date the turkeys are first given outdoor or pasture access; b. any day that outdoor or pasture access is denied; c. reasons for any denial of outdoor or pasture access.			•	•	•	•
5.1.5	All turkeys must have access to the outdoors during daylight hours for a minimum of 5 weeks. ① [5.1.5]: See Standard 5.1.4 for documentation requirements.			•	•	•	•
5.1.6	Openings from the house, whether stationary or mobile, must allow turkeys free access to the outdoors during daylight hours. ① [5.1.6]: As houses are constructed in a variety of designs and dimensions, this standard does not designate a minimum number of access points or the dimensions of each opening. Rather, it requires that houses be constructed with sufficient entry / exit points so that turkeys are readily able to access the outdoors. A house may have several smaller openings spaced along one or more walls (e.g. pop holes) or a single large opening (e.g. a door or wall segment).			•	•		

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>5.2 Outdoor Areas and Pasture</b>							
5.2.1 	At least 25% of each occupied outdoor area must be covered with vegetation and/or forage.			•			
	<p> [5.2.1]: This standard can be met by placing cut or harvested vegetation and/or forages, such as alfalfa hay, in the outdoor area. Litter does not meet the standard.</p> <p> [5.2.1]: This standard is the minimum vegetative cover that an operation must have in any occupied area.</p>						
5.2.2	At least 50% of each occupied pasture area must be covered with vegetation and/or forage.				•		
	<p> [5.2.2]: This standard cannot be met by placing cut or harvested vegetation and/or forages, such as alfalfa hay, in the outdoor area.</p> <p> [5.2.2]: This standard is the minimum vegetative cover that an operation must have in any occupied area.</p>						
5.2.3	At least 75% of each occupied pasture area must be covered with vegetation and/or forage.					•	•
	<p> [5.2.3]: This standard cannot be met by placing cut or harvested vegetation and/or forages, such as alfalfa hay, in the outdoor area.</p> <p> [5.2.3]: This standard is the minimum vegetative cover that an operation must have in any occupied area.</p>						
5.2.4	When birds are removed from pasture during winter months, the outdoor area must include materials that encourage foraging behavior.				•		
	 [5.2.4]: Materials that encourage foraging behavior include, but are not limited to, whole grains, hay, and straw.						
<b>5.3 Space Requirements of Outdoor Areas</b>							
5.3.1	The outdoor area must be equal to or greater than 100% of the total indoor floor space of the house.			•			
5.3.2	When removed from pasture during winter months, the outdoor area must be equal to or greater than 100% of the total indoor floor space of the house.				•		
	 [5.3.2]: See related Standard 5.1.2.						
<b>5.4 Provisions</b>							
5.4.1 	Each occupied outdoor area must contain features that increase the complexity of the environment.			•	•	•	•
	<p> [5.4.1]: Examples include, but are not limited to, wooded areas, tall vegetation, bushes or shrubs, and A-frame structures. The house (whether stationary or mobile) and any structures attached to the house do not meet the requirement of this standard. The provisions should be dispersed throughout the outdoor area.</p>						
5.4.2 	Shade must be provided for turkeys.			•	•	•	•
	 [5.4.2]: Shade can be provided in one or more areas through natural or artificial means, such as trees, bushes or shrubs, shade cloth, and structures, including houses.						

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>5.4 Provisions Continued</b>							
5.4.3	<p>From 7 weeks of age, if turkeys are <u>not</u> housed at night, each occupied outdoor area must contain perches that meet the following criteria:</p> <ul style="list-style-type: none"> <li>a. at least 15 in (38 cm) of perch space per turkey to enable all birds to perch simultaneously;</li> <li>b. at least 15 in (38 cm) off the ground;</li> <li>c. of suitable material, such as tree branches, wood, plastic, or plastic-coated metal.</li> </ul>					•	•
	<p><b>i</b> [5.4.3]: <i>The 5-Step® Animal Welfare Rating Standards defines perching as the act of balancing with feet (claws) wrapped around an elevated object such as a wooden bar or pole, or a tree branch. Turkeys must be able to perch while in both sitting and standing positions. See related Standards 1.1.5 and 4.7.1. Perches should be built to the same level (rather than stacked, stepped, or tiered) and with at least 24 in (61 cm) between rods / poles.</i></p> <p><b>i</b> [5.4.3]: <i>Turkeys will utilize perches more effectively if the birds are introduced to lower perching structures at younger ages.</i></p>						

## 6 LOADING

① Transportation companies that are currently Poultry Handling and Transport Quality Assurance Certified are automatically in compliance with Standards 6.3.1-6.4.1.

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>6.1 Condition of Turkeys</b>							
6.1.1	Transporting unhealthy, non-ambulatory, or injured turkeys is prohibited.	•	•	•	•	•	•
6.1.2	All unhealthy, non-ambulatory, injured, or small turkeys (runts) left behind by loading crews must be euthanized the same day that turkeys from the same flock are transported or slaughtered on-site.	•	•	•	•	•	•
	① [6.1.2]: See Section 1.5 for euthanasia requirements.						
<b>6.2 Water and Feed Withdrawal</b>							
6.2.1	All turkeys must have continuous access to drinking water: a. until loading begins if water lines do not need to be elevated prior to herding and loading; b. until 1 hour before loading begins if water lines must be elevated prior to herding and loading.	•	•	•	•	•	•
6.2.2	Feed must not be withheld for more than 12 hours prior to slaughter.	•	•	•	•	•	•
<b>6.3 Herding and Loading</b>							
6.3.1	Kicking, striking, punching, hitting, or otherwise causing injury to turkeys is prohibited.	•	•	•	•	•	•
6.3.2	Turkeys must be herded calmly, slowly, and in small groups to minimize stress and risk of injury.	•	•	•	•	•	•
	① [6.3.2]: Herding aids that do not cause undue stress or risk of injury to the turkeys are permitted (e.g. waving a flag).						
6.3.3	For turkeys that are caught and carried individually to transport containers, lights must be dimmed throughout the loading process to keep birds calm. Lights do not need to be dimmed for turkeys that are herded and loaded mechanically (using loaders and conveyor belts) in order to encourage birds to move.	•	•	•	•	•	•
6.3.4	Turkeys are permitted to be carried only if the following conditions are met: a. the body is supported; b. turkeys are never carried only by the neck, leg(s), and/or wing(s); c. turkeys are never carried upside-down.	•	•	•	•	•	•
	① [6.3.4]: In other words, the body of the turkey is cradled/supported and controlled by two points of contact.						
6.3.5	Mechanical loaders and conveyor belts are permitted for herding and loading turkeys into containers only if they are: a. well-maintained; b. well-managed; c. do not cause harm to the turkeys.	•	•	•	•	•	•
6.3.6	Turkeys must be loaded into transport containers without causing injury.	•	•	•	•	•	•



STANDARD		Step Level					
		1	2	3	4	5	5+
<b>6.4 Transport Containers</b>							
6.4.1	Containers, whether modules, coops, drawers, or other, must be in clean and sound operational condition, and of a design that does not cause injury to the turkeys.	•	•	•	•	•	•
6.4.2 <sup>M</sup>	Wire floors are prohibited.	•	•	•	•	•	•
6.4.3	All turkeys must be able to sit on the floor of the container at the same time.	•	•	•	•	•	•
6.4.4	Containers must be of adequate height to allow the turkeys to move their heads freely while sitting.	•	•	•	•	•	•

## 7 TRANSPORT

① The standards in this Section apply to any transport of turkeys onto, within, or off of the operation unless the duration of relocation, which begins when the first turkey is loaded into a container and ends when the turkeys arrive at their destination, is 2 hours or less. If relocation exceeds 2 hours, all standards in this section apply. Standards for transport containers can be found in the **LOADING** section.

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>7.1 Transport of Poults</b>							
① See also Section 2.3 on Poults and Brooding.							
7.1.1	Poults must be delivered to the operation within 48 hours of removal from the hatcher.	•	•	•	•	•	•
7.1.2	A record of the total number of poults received from the hatchery for each flock is required.	•	•	•	•	•	•
7.1.3	Documentation (whether a trucking sheet, bill of lading, delivery slip, delivery invoice, or other) of each shipment of poults from the hatchery is required that includes: a. time of poult removal from the hatcher; b. time of arrival onto the operation applying for 5-Step® certification; c. time of placement.	•	•	•	•	•	•
	① [7.1.3]: If poults are hatched on-site rather than delivered from an off-site hatchery, documentation of time of poult removal from the hatcher and time of placement in the house meet this requirement.						
7.1.4	A record of the total number of dead-on-arrivals (DOAs) for each flock is required.	•	•	•	•	•	•
7.1.5	Mortality during transport must not exceed 0.5% per shipment.	•	•	•	•	•	•
7.1.6 <sup>M</sup>	The thermal comfort of poults must be maintained at all times through management and the provision of supplemental heating and/or cooling, as necessary.	•	•	•	•	•	•
7.1.7	Each poult must be provided a minimum of 4 in <sup>2</sup> (25.8 cm <sup>2</sup> ) floor space within the delivery box.	•	•	•	•	•	•
7.1.8	Each delivery box must have holes for ventilation.	•	•	•	•	•	•
7.1.9	Each delivery box must contain a new, absorbent floor pad or be constructed in such a way that poults stay dry and do not slip.	•	•	•	•	•	•
7.1.10	Each delivery box sent by next-day carrier must be prominently labeled “LIVE BIRDS”.	•	•	•	•	•	•
<b>7.2 Equipment and Vehicles</b>							
7.2.1	Equipment (e.g. a trailer) and vehicles must be managed to provide for the thermal comfort of turkeys at all times.	•	•	•	•	•	•
7.2.2	If equipment (e.g. a trailer) or vehicles have open sides or tops, they must have cover(s) that can be fitted securely and adjusted as necessary to protect turkeys from inclement weather.	•	•	•	•	•	•

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>7.3 Transport Personnel Responsibilities and Procedures</b>							
<p>① <i>Turkeys in Step 5+ systems cannot be transported off the operation. However, since poults from other operations may be brought onto the operation applying for 5-Step® certification, this Section is applicable to Step 5+.</i></p>							
7.3.1	A clear, written procedure must be made available to the auditor and/or certification company that includes actions and contact information for the driver to follow in case of accident or emergency.	•	•	•	•	•	•
7.3.2	The driver must be knowledgeable in all of their responsibilities and transport protocols, including those in the case of accident or emergency as per Standard 7.3.1.	•	•	•	•	•	•
7.3.3	If the vehicle is scheduled to pick up turkeys from more than one operation and/or source, a separate bill of lading/delivery note for each operation is required.	•	•	•	•	•	•
<p>① [7.3.3]: See Section 7.5 for documentation requirements.</p>							
7.3.4	If the vehicle is transporting turkeys from more than one operation and/or source, each group of turkeys must be segregated in identifiable containers.	•	•	•	•	•	•
7.3.5	Transport or movement of turkeys with other species on the same vehicle is prohibited.	•	•	•	•	•	•
<b>7.4 Transport Duration</b>							
<p>① <i>Duration of transport is calculated for each vehicle or trailer and begins when the first turkey is loaded into the container and ends when the vehicle or trailer arrives at its destination under normal / typical driving conditions for that region. In their review of transport duration requirements, the certifier will take into account cases of unexpected inclement weather, vehicle accidents or malfunction, or other unforeseen circumstances that result in a delay. See Section 7.5 for documentation requirements.</i></p>							
7.4.1	Transport duration must not exceed 8 hours.	•	•	•			
7.4.2	Transport duration must not exceed 4 hours.				•	•	
7.4.3	Turkeys must remain on the operation at all times through slaughter, whether slaughtered in an on-site facility or a mobile unit.						•
<p>① [7.4.3]: Turkeys can only be transported or moved off of the operation in cases of veterinary emergency or extreme weather conditions posing immediate risk to their survival. Transport or movement off of the operation for either of these two reasons will not result in non-compliance with the standard.</p>							

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>7.5 Transport Records</b>							
<b>7.5.1</b>	The following records are required for each vehicle transporting turkeys, whether to another operation or a slaughter and/or processing facility: a. date of transport; b. starting and ending times for loading turkeys into transport containers; c. transport vehicle departure and arrival times; d. reasons for any stops or delays en route; e. number of turkeys transported from the operation.	•	•	•	•	•	
<b>7.5.2</b>	Separate transport documentation, whether a bill of lading, delivery note, or other, is required for each operation if the vehicle is scheduled to pick up turkeys from more than one operation.	•	•	•	•	•	
<b>7.5.3</b>	The following records are required for each turkey or group of turkeys slaughtered on-site: a. date of transport; b. starting and ending times for loading turkeys into transport containers; c. departure and arrival times; d. number of turkeys moved on-site.						•

## 8 RODENT, WILD BIRD, AND PREDATOR CONTROL





STANDARD		Step Level					
		1	2	3	4	5	5+
<b>8.1 Rodent Control</b>							
① <i>The Standards in this Section are applicable to any rodent control efforts, whether contracted or not.</i>							
8.1.1	Exclusion of rodents from housing and feed storage must be the first level of rodent control.	•	•	•	•	•	•
8.1.2	Lethal control is permitted only if the following conditions are met: a. exclusion was ineffective and turkeys are at risk; b. the method of control causes rapid and irreversible insensibility immediately followed by death; c. the method of control only targets rodents.	•	•	•	•	•	•
	① [8.1.2]: <i>Glue boards, drowning, and drowning traps do not meet the above requirements.</i>						
8.1.3	Any live traps must be checked at least once daily and acted upon within 24 hours.	•	•	•	•		
	① [8.1.3]: <i>Live traps, also known as humane traps, do not contain poison or in any other way result in lethal control.</i>						
8.1.4	Any live traps must be checked at least twice daily and acted upon within 24 hours.					•	•
	① [8.1.4]: <i>Live traps, also known as humane traps, do not contain poison or in any other way result in lethal control.</i>						
<b>8.2 Wild Bird Control</b>							
8.2.1	Wild birds must be excluded from housing.	•	•				
<b>8.3 Predator Control</b>							
① <i>The Standards in this Section are applicable to any predator control efforts, whether contracted or arranged by an outside third party. Control of predators must not violate any local, state, provincial, territorial, federal, national, or other laws.</i>							
8.3.1	When predators are considered to be a problem, each operation must have a predator control program in place.	•	•	•	•	•	•
8.3.2	Non-lethal exclusion of predators from housing and occupied outdoor areas must be the first level of control.	•	•	•	•	•	•
8.3.3	Lethal control is permitted only if the following conditions are met: a. non-lethal methods were ineffective and turkeys are at risk; b. the method of control is swift, efficient, and does not cause undue suffering, immediately followed by death; c. the method of control targets only the offending predator(s).	•	•	•	•	•	•
	① [8.3.3]: <i>Lethal control is permitted only if the following conditions are met: a. non-lethal methods were ineffective and turkeys are at risk; b. the method of control is swift, efficient, and does not cause undue suffering, immediately followed by death; c. the method of control targets only the offending predator(s).</i>						
8.3.4	Ⓜ Poisons, drowning, all snares, and all traps other than live traps are prohibited.	•	•	•	•	•	•
8.3.5	Any live traps must be checked at least once daily and acted upon within 24 hours.	•	•	•	•		
	① [8.3.5]: <i>Live traps, also known as humane traps, do not contain poison or in any other way result in lethal control.</i>						
8.3.6	Any live traps must be checked at least twice daily and acted upon within 24 hours.					•	•
	① [8.3.6]: <i>Live traps, also known as humane traps, do not contain poison or in any other way result in lethal control.</i>						

## 9 PLANS, PROTOCOLS, PROCEDURES, TRAINING, RECORDS AND DOCUMENTS

① Certain historical records and documents included in this section may not be available at the time of initial audit as the operation applying for 5-Step® certification was unaware they would be required and, therefore, cannot create them for past events, treatments, assessments, or practices. At the time of initial audit, record-keeping and documentation mechanisms must be place to meet each of these standards, and records and documentation for, at a minimum, the turkeys presently on-site must be available.

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>9.1 General Records Requirements</b>							
9.1.1	Records must be written and made available to the inspector and/or certification company. Acceptable formats include, but are not limited to; record sheets and cards, calendars, notebooks, and computer documents. ① [9.1.1]: Records can be collected and stored by producer groups, but must be available at the time of audit.	•	•	•	•	•	•
9.1.2	Records must be presented in an organized manner.	•	•	•	•	•	•
9.1.3	All records, reports, Step certificates, and other materials and correspondence relating to Step certificates must be kept for 1 certification cycle.	•	•	•	•	•	•
<b>9.2 Written Farm/Animal Health/System Plan</b>							
9.2.1	Each operation must have a written plan describing: <ul style="list-style-type: none"> <li>a. an overview of the operation, including size, type/stage of production, location, and typical climatic conditions;</li> <li>b. emergency procedures, including those for natural disasters, fire, water shut off, and, if applicable, power failure;</li> <li>c. operational practices and policies for turkey production: <ul style="list-style-type: none"> <li>i. provision for daily feed and water, including ration details;</li> <li>ii. health programs (e.g., supplementation, vaccination and other preventative, maintenance and/or health-promoting practices);</li> <li>iii. routine husbandry procedures;</li> <li>iv. care of sick and/or injured turkeys, including on-farm euthanasia policies;</li> <li>v. management of outdoor areas, if applicable to production system;</li> <li>vi. rodent and predator control practices;</li> <li>vii. brooding;</li> <li>viii. environmental management (i.e. to reflect how various environmental challenges are handled such as large fluctuations in temperature, excessive humidity, cold nights with rain etc.).</li> </ul> </li> </ul>						
① [9.2.1]: The Farm and Animal Health Plan can be provided by an affiliated group (e.g. a producer group, co-operative, marketing entity) or created with the aid of external consultation (e.g. extension agents, veterinarians, peers), but must include information specific and relevant to the operation applying for 5-Step® certification.							

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>9.3 Biosecurity Procedures and Protocols</b>							
9.3.1	<p>Each operation must have a documented and implemented biosecurity program that covers:</p> <ul style="list-style-type: none"> <li>a. procedures for bringing on-site any turkeys, including new poults and any returning birds (e.g. show birds);</li> <li>b. procedures and policies for employees (e.g. dress code and footwear requirements, policies concerning pets and/or the keeping of turkeys or other birds off-site);</li> <li>c. procedures and policies for visitors to the operation (e.g. provision of foot baths, booties, and protective clothing; visitor logs);</li> <li>d. feed trucks and equipment delivery to the operation;</li> <li>e. shared borders with neighboring operations, if applicable;</li> <li>f. clean-out procedures of housing units between flocks.</li> </ul>	•	•	•	•	•	•
<b>9.4 Alternative Power Supply</b>							
9.4.1	<p>If power is essential to the operation of heating, cooling, ventilation, watering, and/or feeding systems, each operation must have:</p> <ul style="list-style-type: none"> <li>a. alternative power supply; and/or fail safe device in working condition;</li> <li>b. a method of notification in the event of a power failure.</li> </ul>	•	•	•	•	•	•
<b>9.5 Training</b>							
9.5.1	<p>Each operation must provide training to all turkey care-givers and/or managers that:</p> <ul style="list-style-type: none"> <li>a. is written and/or hands-on;</li> <li>b. is presented in all necessary languages;</li> <li>c. includes instruction on recognizing signs of normal and abnormal turkey appearance and behavior;</li> <li>d. describes all aspects of the individual's responsibilities;</li> <li>e. describes emergency procedures;</li> <li>f. is provided prior to the individual's handling of any turkeys on the operation;</li> <li>g. covers all requirements of this version of the 5-Step® Animal Welfare Rating Standards for Turkeys;</li> <li>h. is on-going as necessary and, at a minimum, when any changes affecting the care and management of turkeys are implemented.</li> </ul>	•	•	•	•	•	•
9.5.2	<p>Each operation must keep a record of employee training, including dates of training and topics covered.</p> <p><b>i</b> [9.5.2]: <i>Training includes initial, re-training and on-going training.</i></p>	•	•	•	•	•	•

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>9.6 Traceability and Chain of Custody</b>							
9.6.1 	Each operation must have individual flock records that can trace the flock from the hatchery through to slaughter.	•	•	•	•	•	•
	<p> [9.6.1]: See 5(d) in the Program Requirements for segregation protocol requirements.</p> <p> [9.6.1]: For operations supplying producer groups, it is acceptable for the producer group to record and maintain this information for individual operations.</p>						
9.6.2	<p>Each Step-rated operation must send a transport record or company trucking sheet/bill of lading with each shipment of turkeys transported off the operation, whether to another operation (i.e. brooding operation to a growing operation), or to the processing facility. The record must include:</p> <ul style="list-style-type: none"> <li>a. The number of birds transported;</li> <li>b. Step-rating;</li> <li>c. Certificate number;</li> <li>d. Certificate expiry date;</li> <li>e. Indicate if transport is operation-to-operation or operation-to-processing;</li> <li>f. Any deviations granted including the Standard number and length of approval.</li> </ul>	•	•	•	•	•	
9.6.3	A copy of the transport record or company trucking sheet/bill of lading from each shipment of turkeys must be kept (for every certified operation) for review by the auditor at re-inspection.	•	•	•	•	•	
<b>9.7 Daily Flock Records</b>							
9.7.1	<p>Records of any feather-pecking incidences are required, including:</p> <ul style="list-style-type: none"> <li>a. date of outbreak;</li> <li>b. percentage of injured birds per flock;</li> <li>c. actions taken to address the outbreak;</li> <li>d. outcomes of the actions taken to address the outbreak.</li> </ul>	•	•	•	•	•	•
	 [9.7.1]: Records are required only if outbreak(s) occur.						
9.7.2	<p>If the operation does not send an entire flock to slaughter at the same time (i.e. the flock is “thinned” in that some turkeys in the flock are processed earlier than others, according to weight), the following details of thinning must be recorded on the daily flock record for that day:</p> <ul style="list-style-type: none"> <li>a. the date of thinning;</li> <li>b. the number of birds sent to slaughter; and</li> <li>c. the average liveweight at the time of each thinning.</li> </ul>	•	•	•	•	•	•



## 10 SLAUGHTER REQUIREMENTS

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>10.1 General Requirements</b>							
<p>① Operations, or the affiliated group (e.g. a producer group, co-operative, marketing entity), must provide a complete copy of the current third party animal welfare audit for all slaughter facilities used by the Operation or affiliated group to the certifier to verify this Section. GAP certifiers will review the core criteria of the current audit and assess eligibility to meet this standard.</p> <p>① The animal welfare slaughter audit does not have to be conducted by a GAP approved certification company. Operations and suppliers are encouraged to check with their retail partners to ensure the certifier used for their slaughter audit is in compliance with the retailer's buying requirements.</p>							
<b>10.1.1</b>	All animals must be stunned and rendered insensible prior to slaughter.	•	•	•	•	•	•
<b>10.1.2</b>	<p>All operations holding a current 5-Step® certificate, where animals will be marketed as Step-rated, must be slaughtered at a slaughter facility that has passed and holds a current annual third party animal welfare audit with a minimum score of 90% <u>and</u> pass all core criteria listed below:</p> <ul style="list-style-type: none"> <li>a. At least 99% of the birds must be properly stunned;</li> <li>b. No more than 1% broken or dislocated wings;</li> <li>c. If hung live, both legs must be shackled (1 in 500 is a failure);</li> <li>d. No broken legs (1 broken leg in 500 is a failure);</li> <li>e. No more than 1% bruised thighs and drumsticks;</li> <li>f. No live birds entering the scald.</li> </ul> <p><b>Source:</b> adapted from the Slaughter section of National Turkey Federation's Animal Care Best Management Practices for the Production of Turkeys (2012).</p> <p>① [10.1.2]: Any bird found with a broken leg or wing should be euthanized immediately, rather than shackled.</p>	•	•	•	•	•	•
<b>10.1.3</b>	Birds that are dead-on-arrival (DOA) must not exceed 0.5%.	•	•	•	•	•	•
<b>10.2 Segregation and In-Plant Traceability</b>							
<b>10.2.1</b>	All slaughter facilities used by the operation or affiliated group must provide a copy of their written in-plant segregation and traceability protocol outlining how Step-rated animals, and differing Step-ratings if applicable, are kept segregated from non-Step-rated animals and product.	•	•	•	•	•	•
<b>10.2.2</b>	Animals must be processed on-farm using an on-farm slaughter facility or a mobile slaughter unit.						•

## Appendix I: Identifying and Scoring Footpad Dermatitis

Section 2.8 requires a footpad dermatitis monitoring program, conducted at the processing plant, that includes a random sampling of 100 feet from 100 turkeys in each flock. The identification and scoring protocol below considers both the size and severity of lesions. The total maximum footpad dermatitis score is 200 (i.e. all 100 feet scoring '2'). The maximum thresholds for a flock's total footpad dermatitis sum are listed in Standard 2.8.3-2.8.6 according to Step level.

### PROTOCOL

#### Step 1: Determining the Sample Groups

- At the processing plant: Randomly collect 100 different legs (i.e. not two from the same bird) off the line per group and at the end of the shift score the footpads for that group.




#### Step 2: Scoring

- It is important that the feet are clean before scoring regardless of whether this is done at the operation or processing plant. You need to be able to differentiate between dirty feet and footpads that have changes to the skin.
- Use the following chart to score 100 feet from 100 turkeys from each flock with a footpad dermatitis score of '0,' '1,' or '2.'

#### Step 3: Calculating the Flock's Total Footpad Dermatitis Sum

- $(\# \text{ of feet scoring '0'} \times 0) + (\# \text{ of feet scoring '1'} \times 1) + (\# \text{ of feet scoring '2'} \times 2) = \text{Total Footpad Dermatitis Sum}$
- In the above calculation, the Total Footpad Dermatitis Sum is determined as follows:
  - a foot scoring '0' gets 0 point
  - a foot scoring '1' gets 1 point
  - a foot scoring '2' gets 2 points
- For example:
  - Of the 100 feet from 100 turkeys assessed: 65 score '0,' 30 score '1,' and the remaining 5 score '2.'
  - $(65 \times 0) + (30 \times 1) + (5 \times 2) = 0 + 30 + 10$ , for a Total Footpad Dermatitis Sum of 40

## Appendix I: Identifying and Scoring Footpad Dermatitis *continued*

Score: 0 (0 points each for score of 0)	Score: 1 (1 point each for a score of 1)	Score: 2 (2 points each for a score of 2)
<ul style="list-style-type: none"> <li>No lesions, no discoloration, no scars</li> <li>Only mild hyperkeratosis</li> </ul>	<ul style="list-style-type: none"> <li>Mild and/or superficial lesions</li> <li>Visible hyperkeratosis (thickened skin)</li> <li>Superficial erosions, papillae</li> <li>Discoloration of the footpad</li> </ul>	<ul style="list-style-type: none"> <li>Severe and/or deep lesions</li> <li>Ulcers and scabs</li> </ul>
		

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## Appendix II: Lameness Evaluation

Section 2.9 requires a lameness evaluation conducted on 100 turkeys per flock during the final week prior to slaughter. This 3-category lameness evaluation assesses and scores the mobility of turkeys observed in 4 different locations within each house, on each floor if multi-level, or in each outdoor area. The total maximum lameness sum possible is 200 (i.e., all 100 turkeys scoring '2'). The maximum thresholds for a flock's total lameness sum are listed in Standards 2.9.3-2.9.6 according to Step level.

### PROTOCOL

#### Step 1: Determining the Sample Groups

- Assess groups of turkeys in 4 different locations for a total of 100 turkeys per flock.

#### Step 2: Scoring

- Use the following chart to score 100 turkeys from each flock with a lameness score of '0,' '1,' or '2.'
- Watch one turkey at a time for at least 15 seconds.
- Each turkey's mobility must be assessed and scored from the side in order to observe foot placement and length of stride.
- Gentle nudging may be necessary to encourage movement.
- Turkeys must always be approached from behind, if movement must be encouraged.
- Once the turkey is moving, back away to assess the gait and assign a lameness score of '0,' '1,' or '2' according to the chart below.

#### Step 3: Calculating the Flock's Total Lameness Sum

- $(\# \text{ of turkeys scoring '0'} \times 0) + (\# \text{ of turkeys scoring '1'} \times 1) + (\# \text{ of turkeys scoring '2'} \times 2) = \text{Total Lameness Sum}$
- In the above calculation, the Total Lameness Sum is determined as follows:
  - a turkey scoring '0' does not get any points
  - a turkey scoring '1' gets 1 point
  - a turkey scoring '2' gets 2 points
- For example:
  - Of the 100 turkeys assessed: 62 score '0,' 23 score '1,' and the remaining 15 score '2.'
  - $(62 \times 0) + (23 \times 1) + (15 \times 2) = 0 + 23 + 30$ , for a Total Lameness Sum of 53

## Appendix II: Lameness Evaluation *continued*

Score: 0	Score: 1	Score: 2
(0 points each for score of 0)	(1 point each for a score of 1)	(2 points each for a score of 2)
<ul style="list-style-type: none"> <li>• Foot may or may not curl when lifted by the turkey</li> <li>• Smooth gait typically with even steps that may be uneven at times</li> <li>• Well-balanced</li> <li>• Able to walk quickly and/or run</li> <li>• Difficult to identify any abnormality when walking or running</li> </ul>	<ul style="list-style-type: none"> <li>• Uneven gait</li> <li>• Foot does not curl when lifted by the turkey</li> <li>• Irregular, short strides</li> <li>• Poor balance</li> <li>• The turkey:               <ul style="list-style-type: none"> <li>○ may use one or both wings to help balance while walking</li> <li>○ squats within 15 seconds of standing or being forced to move by gentle nudging</li> <li>○ may lie down after several steps</li> </ul> </li> </ul>	<p>The turkey:</p> <ul style="list-style-type: none"> <li>• is reluctant or unable to move, or shuffles on the ground if forced to move by gentle nudging</li> <li>• uses wings to help with movement</li> <li>• takes at most a few steps, if any</li> </ul>
<b>Normal</b>	<b>Moderately Lamé</b>	<b>Severely Lamé</b>

## Appendix III: Sensory Evaluation of Air Quality

Section 4.4 requires assessment of air quality. Most operations do not use calibrated equipment to assess air quality on a daily basis. While this type of specialized equipment is an accurate way to measure air quality, it's typically too costly for everyday use. Below is a subjective score that can be used to assess air quality during daily monitoring.

Scores 2-5 (Moderate, Strong, Very Strong, and Overpowering) indicate that ammonia and dust are excessive and need to be addressed immediately for both human safety and animal health.

Technique:

1. Once each day during flock monitoring, score and record the air quality just prior to leaving the house.
2. Record your air quality score.
3. Make any necessary adjustments to ventilation, management, etc. to improve air quality in your barn(s).

Scoring Air Quality			Action Required?
0	<b>ZERO</b>	odor and dust not noticeable (easy to breathe)	<b>No - acceptable air quality</b>
1	<b>WEAK</b>	odor and dust hardly noticeable	
2	<b>MODERATE</b>	odor and dust distinct, annoying (watery eyes and/or coughing)	<b>Yes – needs work to improve air quality</b>
3	<b>STRONG</b>	odor and dust irritating (stinging eyes and mouth, and/or excessive coughing)	
4	<b>VERY STRONG</b>	odor and dust bearable (stinging eyes and mouth, excessive coughing, and/or pain when swallowing)	
5	<b>OVERPOWERING</b>	odor and dust unbearable, you need to leave the barn (hurts to breathe in)	

## Appendix IV: A Guide to Turkey Enrichments

Section 4.8 requires turkeys raised according to Step 2, 3 and 4 standards be provided with environmental enrichments. The following document details the importance of these provisions, as well as outlining acceptable and unacceptable enrichments.

Turkeys, like other animals, benefit from a rich environment that is stimulating and allows for them to engage in natural behavior. Providing enrichments, whether inside barns or in outdoor areas, can improve the welfare of birds in a commercial setting.

Enrichments can take many forms, such as objects like hay bales, natural materials like scattered grains, structures like raised platforms, and more.

The *aim* of an enrichment, however, is to:

1. add stimuli and novelty to the birds' environment;
2. evoke—and maintain—their interest, and;
3. improve their physical, behavioral, and/or mental well-being.

Enrichments that encourage natural behavior important to turkeys, such as ground scratching, pecking, and foraging, are among the most meaningful. As well, those that increase physical activity and promote exercise can minimize undesirable and even harmful behavior, including aggression, feather pecking, cannibalism, flightiness, and distress. (Provisions that are fundamental to the welfare, including health, of the birds, such as dust-baths and litter are not considered to be enrichments as they are basic requirements). Of course, enrichments should also ensure that turkeys are kept safe and not put at risk of injury or stress.

Enrichments can benefit animals raised in any setting, whether exclusively indoors, with outdoor access, or on pasture or foraging areas. By introducing these interactive elements, the lives of turkeys can most certainly be enhanced. However, not all enrichments are the same in terms of how well they actually do “enrich” the birds’ environment.

### EXAMPLES OF ACCEPTABLE (AND UNACCEPTABLE) ENRICHMENTS




The tables below list acceptable and unacceptable provisions, and is by no means exhaustive. The examples and discussion on why, or why not, they are acceptable enrichments are intended to help understand what provisions are most meaningful to the turkeys.

For Step 2 operations, one type of primary enrichment must be used.

For Step 3 and 4 operations, at least one type of primary enrichment must be used. The second ‘type’ enrichment can be selected from either the primary or secondary list.






## ACCEPTABLE PRIMARY ENRICHMENTS FOR ALL AGES

<p><b>Bales</b></p>		<p>Bales of hay or straw promote physical activity, encourage pecking and foraging behavior, provide a roosting area, stimulate the birds' curiosity, and more. Turkeys are able to improve their leg health by jumping on and off the bales, as well as satisfy their pecking and foraging needs, as they interact with and manipulate the bales with their beaks. These enrichments provide an interesting addition to the birds' environment and encourage them to explore and investigate.</p>
<p><b>Edible hangers</b></p>	<p>No picture currently available.</p>	<p>Given turkeys' strong desire to investigate, explore, peck and forage, edible hangers are also effective enrichments. Suspending broccoli, heads of lettuce, cabbages, eucalyptus branches, alfalfa or oat hay bunches, and other foods has the added benefit of stimulating physical activity.</p>
<p><b>Structures</b></p>		<p>Walking, running, jumping, climbing, and wing flapping are normal locomotive activities of turkeys of all ages. Structures, such as raised platforms and ramps, encourage birds to exercise and engage in the vertical space of the environment. Structures need to allow multiple birds to use them at the same time.</p> <p><b>Note:</b> see additional table below for structures suitable for birds up to 7 weeks old.</p> <p><b>Photo:</b> in this photo the wooden platform is 4ft x 4ft x 18inches, with 1x1 wooden pieces attached horizontally.</p>
<p><b>Pecking enhancements</b></p>		<p>Hanging small bales provides pecking opportunities for the birds. In addition, hanging strings, ropes, and paper twists can encourage exploratory behavior in turkeys and stimulate activity levels. These pecking enhancements, whether they are single strands or a bundle, needs to be a minimum of 1 inch in diameter.</p> <p><b>Photo:</b> in this photo the hanging bale needs to be hung at turkey head height and needs to be replaced frequently. Photo courtesy of Jaindl.</p>



## ACCEPTABLE PRIMARY ENRICHMENTS FOR BIRDS UP TO 7 WEEKS OLD

**NOTE:** GAP understands that the enrichments listed above may not be suitable for young birds. The following examples are acceptable structure-type enrichments for young birds. **HOWEVER**, these need to be replaced with alternatives once the birds are 7 weeks old.




<p><b>Mini- ramps</b></p>		<p>The mini-ramps pictured here help young poults learn to climb and balance. These ramps are good for poults but are too low for older birds. Structures need to allow multiple birds at once. <i>Photo (left) courtesy of Larry Schultz.</i></p>
<p><b>Sawdust Piles</b></p>		<p>This sawdust pile is at least 4 feet high allowing for large numbers of poults to run and climb. After a few weeks the piles may wear down and will need to be replenished frequently. <i>Photo courtesy of Larry Schultz.</i></p>
<p><b>Half Barrels</b></p>		<p>In the middle of this photo a blue half barrel is provided for poults. They are able to rest beside and under it but as they grow fewer birds will be able to use them. Some half barrels are also made of non-slip material and poults may also climb on top of them. The size of the barrel must be at least 4ft long allowing multiple birds to use it at once. Also pictured in this photo are straw bales and tennis balls; the straw bales are an acceptable enrichment but the tennis balls are not.</p>

## ACCEPTABLE SECONDARY ENRICHMENTS AT ALL AGES

**NOTE:** Step 3 and 4 operations must have at least one type of primary enrichment (listed above). Operations can also pick the second ‘type’ of enrichment from either the primary list (above) or secondary list (below).

<p><b>Visual Barriers</b></p>	<p>No picture currently available.</p>	<p>Providing solid vertical barriers gives birds the opportunity to hide and getaway from others. Barriers include plywood sheets, shade cloth or similar material hung vertically.</p>
<p><b>Grains</b></p>		<p>Turkeys enjoy a wide range of foods and have an extremely strong drive to forage, scratch, and peck. Introducing grains through a number of different ways—such as scattered loosely (i.e. not in feeders), offered in sack bird feeders, or by supplying “grain blocks”—the birds can actively engage in seeking out food in a more natural way. And, for turkeys raised indoors, scattered grains stimulate increased scratching and pecking, which can help maintain litter quality.</p> <p><b>Note:</b> Any foodstuffs given to the birds, including enrichments, must meet the 5-Step® standards, which prohibit mammalian, avian, and fish by-products. See Standards 3.4.1 to 3.4.3.</p>
<p><b>Forage Bins, Baskets and Boxes</b></p>	<p>No picture currently available.</p>	<p>Birds explore through pecking and visual inspection, so adding new objects to their houses or outdoor areas can stimulate activity. Forage bins, boxes, and baskets that are filled with foods other than the turkeys’ daily feed are offered in addition to customary feeders can be an effective enrichment, as the birds are provided with a novel and engaging way to find food. They can be wall-mounted, set on low risers, or directly on the ground. Using feeder lids/egg flats filled with grain does not count as an acceptable enrichment.</p>

## UNACCEPTABLE ENRICHMENTS

<p><b>Non-edible hangers</b></p>		<p>Turkeys begin exploring their environments from a very young age, and some farmers and ranchers have tried suspending CDs, aluminum cans, plastic bottles, balls, pieces of rubber hose or PVC tubing, plastic colored keys, and other items above the birds to stimulate activity and encourage pecking behavior. While these non-edible hangers may hold the birds' interest initially, turkeys of all ages quickly become indifferent to these types of hanging objects and materials that cannot be consumed.</p>
<p><b>Music and radio</b></p>	<p>No picture currently available.</p>	<p>Although some believe that playing music or the radio can be interesting to turkeys, neither specifically encourages the birds to perform natural behavior and is not considered to be an acceptable enrichment.</p>
<p><b>Litter and dust baths</b></p>	<p>No picture currently available.</p>	<p>Although turkeys will forage in litter and make use of dust baths, such materials—whether rice or peanut hulls, shavings, chopped straw or hay, sand, sawdust, wood chips, or other—are <u>requirements</u> in the 5-Step® standards, rather than considered additions that enhance the birds' environment.</p>
<p><b>Feeders and waterers</b></p>	<p>No picture currently available.</p>	<p>Feeders and waterers are designed exclusively for maintaining nutrition and hydration, and do not serve as enrichments. Using feeder lids/egg flats filled with grain does not count as an acceptable enrichment. Certainly birds may hop onto feeders or waterlines, but these essentials are not considered to be enrichments that allow birds to engage in a broader range of natural behavior.</p>
<p><b>Diatomaceous earth</b></p>		<p>Some producers may give diatomaceous earth (also known as diatomite or D.E.), a light-colored, soft, and friable sedimentary rock, to turkeys in their litter or in feed mixtures. However, this is not an acceptable enrichment as it does not stimulate the birds' environment or activity levels.</p>
<p><b>Perches</b></p>		<p>Although most commercially raised turkeys today are unable to perch throughout their lives—that is, balance their full body weight while in a seated or upright position with their feet (claws) curled around a pole or tree branch—many slower-growing lines (or strains) of turkeys are able physiologically to do so at all ages. The 5-Step® Animal Welfare Standards for Turkeys v2.0 requires this life-long perching ability for birds raised to Step 5 and Step 5+, so perches are not considered enrichments, but, rather, required provisions, just like dust baths and litter. See Standards 4.7.1 and 5.4.3.</p>

## Glossary

Term	Definition
Beak trimming	<i>Also known as beak conditioning, debeaking or beak-tipping, removes the pointed end of the beak.</i>
Brooding	<i>Special provision of food, water and warmth for young poults.</i>
By-product	<i>Animal waste and products derived from slaughter/harvest process including blood or any of its components, meat, bone, bristles, flesh, hair, hides, hooves, horns, offal, skins, wool, fat, feather. Fish includes whole fish, parts of fish, fish meal, fish by-products from the processing industry and other aquatic species and/or products (does not include seaweed or oyster shell).</i>
De-spurring	<i>Removal of the spur – a horn-like protuberance on the back of the leg.</i>
Environmental enrichment	<i>Materials that are provided to turkeys to add complexity to their environment, encourage the expression of natural behavior (such as rooting, exploration and play behavior), and decrease the expression of abnormal and deleterious behavior.</i>
Expected livability	<i>The expected number of birds that survive provided as a percentage (i.e. the opposite of mortality). For example, an expected livability of 88% is equal to a 12% mortality rate.</i>
Feather pecking	<i>The pecking of one bird's feathers by another bird. Injurious feather pecking can include pecking at the body of another bird.</i>
Feed restriction	<i>Feeding strategies to decrease growth and metabolic rate. Feed restriction includes both quantitative and qualitative components.</i>
Flock	<i>A barn/house of turkeys. The group can be kept all together or divided into smaller groups but would be considered one flock.</i>
Footpad dermatitis	<i>Inflammation of the foot pad that can lead to lesions, infection and/or ulceration.</i>
Genetically modified	<i>Turkeys who have been genetically altered (modified, engineered) or cloned. This does not include turkeys that are genetically selected for certain traits.</i>
Herding	<i>Moving turkeys as a group.</i>
Lameness	<i>The inability to use one or more limbs in a normal manner.</i>
Litter	<i>Bedding materials.</i>
Loading	<i>Putting birds into transport crates/vehicles whether manually or mechanically.</i>
Mortality	<i>The number of birds that die, expressed as a percentage. This does not include birds that are culled or predated.</i>
Off-label / extra-label medication	<i>Off-label use is the use of pharmaceutical drugs for an unapproved indication or in an unapproved age group, unapproved dosage, or unapproved form of administration.</i>
Organophosphates	<i>A chemical compound often used as a pesticide, which has been shown to have adverse effects on the nervous system of humans and animals.</i>
Outdoor access	<i>An outdoor area such as a dry lot, concrete pad, or pasture, but does not have to be pasture.</i>
Pasture	<i>Access to rangeland, grassland, planted pastures, managed pastures, wooded areas, harvested crop areas (for clean-up), and any other land where turkeys have access to vegetation.</i>
Perching	<i>The act of balancing with feet (claws) wrapped around an elevated object.</i>

Placement	<i>The act of removing poults from the transport container and placing into the brood accommodation.</i>
Poult	<i>Young turkey – term commonly used for birds in the brood stage.</i>
Stocking density	<i>Calculated based on the final target weight of all turkeys per flock per area at the time of herding and loading.</i>
Sub-therapeutic	<i>Administering treatment when animals are not sick; this includes low doses of medication over an extended period of time.</i>
Toe conditioning	<i>Also known as de-toeing, toe trimming, or toe clipping, involves cutting through the toe to completely remove the digit. This is not allowed under the GAP standards.</i>
Toe-nail conditioning	<i>Uses microwave energy to disrupt nail growth by damaging the tissue from which the nail grows. No part of the toe is removed.</i>