

Global Animal Partnership's **DRAFT** Animal Welfare Rating Pilot Standards for Pullets



Public Comment Process

We're excited to release our **DRAFT** Animal Welfare Rating Pilot Standards for Pullets for public comment. The public comment period is open for 4 weeks. Please remember this is a draft and has not been finalized. Once the public comment period has closed, the GAP team will review all comments, suggestions and edits and determine which standards need clarification and/or adjustment before presenting it to the GAP Board for review and approval.

How Do I Give Feedback?

For any standards you would like to give us feedback on, please specify the standard number and Step level(s) and let us know what would make it better or clearer.

Where do I Send Feedback?

Feedback should be provided directly to GAP at standards@globalanimalpartnership.org

When is the Deadline?

The deadline for feedback/comments/suggestion is **5pm EDT Monday, October 24 2016**.

How will I know you received my Feedback?

You will receive an acknowledgement, via email, that your feedback was received.



Global Animal Partnership's **DRAFT** Animal Welfare Rating Pilot Standards for Pullets

About GAP's Animal Welfare Rating Program

The Animal Welfare Rating program assesses the level of welfare of animals on-farm, at collection points, during transport, and at slaughter.

The on-farm standards for laying hens are designed as a multi-tiered program, which **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 **informs consumers** about the production systems they may choose to support.

These Pilot Standards for Pullets are not tiered, but any laying hen operation that is Step-rated 2, 3, 4 or 5 must ensure that their pullet rearer is certified under these standards (Step 1 operations may source birds from non-certified pullet rearers and Step 5+ laying operations must rear their own pullets from day-old). As the standard-setter, Global Animal Partnership (GAP) does not conduct audits nor make certification decisions. Authorized, third-party certification companies perform the audits and issue certificates, as appropriate. As such, producers, consumers, and retailers alike can be confident that certification is fair, accurate, and free of conflict of interest.

About the Animal Welfare Rating Pilot Standards for Pullets v1.0

The Animal Welfare Rating Pilot Standards for Pullets was issued on **XXXX 2016**. The development process included consultation with industry representatives and producers, guidance from animal welfare scientific experts, an extensive public consultative process, and review and approval by the Global Animal Partnership Board of Directors.

After three (3) certification cycles, the pilot standards will be reviewed and revised based on key learnings, as well as any new, relevant scientific findings. The post-pilot review and revision process will again involve guidance from scientific experts and producers, and public comment, before the draft revision is presented to the Board of Directors for final review and approval. Thereafter, the standards will be reviewed and revised according to the protocol outlined in the GAP Pilot Policy Manual.

At any time throughout the above-mentioned period, GAP may amend or clarify parts of the standard as issues with implementation arise, new technologies become available, or new scientific findings are made.

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 wanting to improve the welfare of animals in agriculture.

For more information, contact us at info@globalanimalpartnership.org or 877.427.5783 (+1.202.540.9880 if calling from outside the United States).

Pullet Standards Overview

The early life and management of pullets has a huge impact on their health and welfare during lay. Pullets for use by egg producing operations at Step levels 2, 3, 4 and 5 must therefore come from certified pullet rearers. This requirement applies whether pullets are only brooded on the pullet rearer's site before being transferred to be reared on the laying farm or taken all the way through to point of lay by the pullet rearer.

The pullet rearing operation will not be assigned a Step-rating, but rather will be granted a pass/fail designation and will hold a 'GAP Certified' certificate that entitles them to sell to other GAP Step-rated operations.

Program Requirements

The following applies to each Pullet Rearing Operation applying for certification to Global Animal Partnership's Animal Welfare Rating Pilot program for Pullets.

1. General

- a. The standards in this document are requirements.
- b. The operation must have read the standards and prepared for the audit or they cannot be certified.
- c. Each Pullet Rearing Operation must be audited once every certification cycle. A certification cycle is 15 months.
- d. 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 (see www.globalanimalpartnership.org/the-5-step-program/our-standards/).
- e. No standard in this document supersedes governmental regulations or laws, whether local, regional, state, provincial, territorial, federal, national, or other.

2. Applications

- a. Each Pullet Rearing Operation is required to complete a GAP Pullets application each certification cycle.
- b. Each Pullet Rearing Operation must identify all sites (either owned, leased, and/or shared) used to raise pullets and all pullets on the operation (whether the intent is to supply them to GAP Step-rated operations or not) on their application.
- c. Applications, as well as this document, and the GAP Pilot Policy Manual can be downloaded at www.globalanimalpartnership.org/the-5-step-program/our-standards/ or received by contacting your GAP-accredited certifier.

3. Audit and Certification

- a. Each operation must be audited once every certification cycle.
- b. In order for the certifier to determine how many audits to conduct, the term "operation" is used and is defined as a single farm of single (i.e. brooding chicks only) or multiple stages of production (i.e. pullet chicks brooded and reared), or more than one location that meets all of the following criteria:
 - i. all staff and animals are under the direct supervision* of the farm/ranch main site;

- ii. the main farm/ranch location owns all of the animals; and
- iii. the farm/ranch owns, rents or leases all the land and/or buildings where the animals are kept.

**Direct supervision is defined as being when an employee of the main certified farm business is responsible for the animals on the farm/ranch/feedlot that is at a separate location to the main farm. If the person responsible for the management and care of the animals at a separate location to the main certified farm business is a contract farmer and not an employee, then that site is a separate operation – even if there is routine oversight from an employee of the main operation.*

- c. Operations must have pullets on-site in order to be audited.
- d. If the operation has multiple locations, each location that raises a different stage of production will need to be audited as part of the certification process.
 - i. For example, Farm A is a pullet rearing operation and also has an additional site 2 miles away, where all chicks are brooded. The brooding site is under the direct supervision of the home farm, and animals and property are all owned by Farm A. In this example, the farm is considered one operation, requiring one audit but both sites need to be observed because they each raise a different stage of production.
 - ii. However, if Farm A's pullet rearing site also brings in brooded chicks from other farms, then each of the farms supplying chicks to Farm A's pullet rearing site must also be audited if those pullets are to be marketed to 5-Step® certified Laying hen operations. Each farm needs to have a separate audit and certificate.
- e. 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 may also be present at the time of the audit.
- f. Each operation applying for GAP certification is responsible for ensuring that all required records and documents are available at the time of audit, and that all applicable standards are met, including actions that may be contracted or managed by another entity (e.g. transport).
- g. At re-certification, any pullets purchased by the Step-rated laying hen operation must come from a GAP Certified farm if they are going to be marketed as Step-rated 2, 3, 4 or 5. GAP realizes that this is a brand new standard, so GAP is allowing back verification for **initial audits** under these pilot standards. Back verification is when animals – in this case pullets – are certified to be included in the GAP supply chain **after** they have been moved to the Step-rated laying hen operation, rather than the normal procedure where the pullet rearer is certified **before** any pullets can be moved.
- h. All applicable standards, including those that may be controlled or managed by, or contracted to, another (e.g. a transporter; a producer group, co-operative, or marketing entity), will be assessed for compliance by the certification company and incorporated into its overall assessment of the operation prior to the final Step determination.
- i. GAP supports the use of video or other electronic monitoring. Use of video technology is not a requirement but can be used in place of certain observations. Please refer to GAP's Pilot Policy Manual v1.0 and contact your Certifier for additional details about how this must be conducted.
- j. Auditors do not make approval determinations nor provide consultative service to producers on meeting standards requirements. Approval determinations are made by reviewers or other agents of authorized certification companies.
- k. If a standard has not been met for all animals on the operation at the time of initial inspection, a designation of approval will not be assigned until evidence is provided confirming that the standard has been met.
- l. If in a particular situation or circumstance, a standard as written might compromise the welfare of the animals in the producer's care, the producer should contact their certifier to discuss applying to GAP for a deviation.
- m. Catching 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).

- n. If the operation is part of an affiliated group and the group controls catching and loading for multiple operations, the auditor may observe and inspect the catching 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 catching and loading process are the same for all operations. (This can be observed using video technology – see 3 i. above; GAP's Pilot Policy Manual v1.0; and check and confirm certifier's protocols for further details).
- o. The catching and loading observation referenced above can be of non-GAP-Certified birds, provided all aspects of the catching and loading process are the same for all flocks, including those to be marketed to Step-rated operations.

4. Non-Conformances

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

In the example below, the **M** indicates that failure to meet the standard would be considered a major non-conformance. If at recertification, this standard is still not in compliance, then it would be considered a critical non-conformance and the operation would be denied certification (see GAP's Pilot Policy Manual v1.0, Section 5 Repeat Non-conformances for further information).

STANDARD	
P1.4 Euthanasia	
P1.4.2 M	Any bird identified as requiring euthanasia must be euthanized the same day.

In the example below, as there is no **M** beside the standard, this means that the standard is classified as a minor non-conformance. If at recertification, this standard was still not in compliance, then it would be considered a major non-conformance (see GAP's Pilot Policy Manual v1.0, Section 5 Repeat Non-conformances for further information).

STANDARD	
P2.10 Mortality	
P2.10.1	Daily records of mortality (including culls) with causes (if known) for each flock are required.

- d. If an operation is issued a non-conformance, it needs to be addressed and the response submitted to the certifier by the operation within 3 weeks from the date the certifier issues the audit report, and be accepted by the certifier as an acceptable response to the non-conformance, before a certificate is issued. If the operation does not respond to the non-conformance within 3 weeks, it will result in a shortened certificate (see GAP's Pilot Policy Manual v 1.0 Section 5 Non-conformances).

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P1 ANIMAL SOURCE AND HEALTH

STANDARD	
P1.1 Source / Breed / Lines	
P1.1.1 	Intentional use of genetically modified or cloned birds is prohibited.
P1.2 Medication	
P1.2.1	Use of beta agonists and/or arsenic-based drugs is prohibited. ① [P1.2.1] : Arsenic-based drugs include, but are not limited to 3-Nitro®, Roxarsone, Nitarsonsone, Arsanilic Acid, and Carbarsone.
P1.2.2	Sub-therapeutic use of antibiotics, ionophores, and/or sulfa drugs is prohibited. ① [P1.2.2 a] : See Standard P1.4.1 for prompt treatment of birds. ① [P1.2.2 b] : Records of any therapeutic treatments must be included in chain of custody information – see Standard P6.6.2
P1.2.3	Off-label / extra-label use of medicines is prohibited unless prescribed or advised by a veterinarian. ① [P1.2.3 a] : Veterinarian prescription documentation may be acquired via email or fax. ① [P1.2.3 b] : Parasiticides and vaccines are not included in this standard.
P1.2.4	Expired medication is prohibited.
P1.3 Treatment	
P1.3.1 	Sick or injured chicks or pullets must be promptly treated or euthanized according to Section P1.4. ① [P1.3.1] : Treatment may include herbal or homoeopathic remedies when these have been shown to be effective.
P1.3.2	Records must be kept of any treatment (medication, vaccinations, probiotics etc.) to any individual or group of birds including: a. any substance administered; b. date and method of administration; and c. flock/bird ID.
P1.3.3	Veterinarian-prescribed treatments must be administered according to veterinarian guidance.
P1.4 On-Farm Euthanasia	
P1.4.1	All euthanasia must be performed by (a) trained person(s) or a veterinarian. ① [P1.4.1] : Producers will not be required 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.
P1.4.2 	Any bird identified as requiring euthanasia must be euthanized the same day. ① [1.4.2] : Timely euthanasia is critical. Ideally a bird identified as requiring euthanasia will be euthanized immediately, however GAP understands that it may take time for a trained person or the correct equipment to get to the required location
P1.4.3 	Euthanasia technique(s) must cause rapid insensibility and be immediately followed by death. ① [P1.4.3] : The operation must be able to articulate to the auditor the visual indicators of death, and the physical parameters that confirm this.

STANDARD**P1.4 On-Farm Euthanasia *Continued***

P1.4.4 The person performing euthanasia must remain with the chick or pullet(s) until death is evident.

Methods of euthanasia are listed below, where YES indicates an acceptable method and NO indicates an unacceptable method:

METHOD	AGE		
	0 to 5 weeks (Up to 35 days)	5+ to 10 weeks (36-70 days)	10+ weeks (71 days+)
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
Manually applied blunt force trauma to the head	NO	NO	NO
Decapitation or bleeding/slitting the throat without pre-stunning.	NO	NO	NO
Penetrating captive bolt pistol ¹	YES	YES	YES
Non-penetrating captive bolt pistol ¹	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 ¹ using (1) multi-phase carbon dioxide ² , (2) argon, (3) nitrogen, or (4) a mixture of these gases	YES	YES	YES
Electrical stun knife ¹ (only permitted if bird is stunned prior to cutting the neck)	YES	YES	YES

¹ Only permitted if used to the manufacturer's specifications.

²Multi-phase carbon dioxide systems must have at least two phases where the first phase has a lower concentration of carbon dioxide to render the birds unconscious before higher levels of carbon dioxide are introduced.

① **[P1.4.5 a]:** The use of welding grade argon and nitrogen gas is permitted.

① **[P1.4.5 b]:** 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.

① **[P1.4.5 c]:** With gunshot, captive bolts, and blunt force trauma, fatigue can be an issue for caretakers, so GAP encourages appropriate staffing and training.

① **[P1.4.5 d]:** If chicks or pullets are to be euthanized by manual (non-mechanical) cervical dislocation, Global Animal Partnership encourages an effective pre-stun.

STANDARD

P1.4 On-Farm Euthanasia *Continued*

P1.4.6	Euthanasia equipment must be maintained according to manufacturer's specifications.
P1.4.7	All euthanized/dead birds must be removed from housing and/or outdoor areas in use immediately. ① [P1.4.7]: <i>It is the responsibility of the operation to dispose of dead birds according to local, state, provincial, territorial, and/or federal or national regulations. Removal can include burial, or composting in a designated area that will not put birds at risk from transmission of diseases and/or the attraction of predators.</i>

P2 ANIMAL CARE AND MANAGEMENT

STANDARD	
P2.1 Daily Flock Management	
P2.1.1	Each flock must be observed and monitored at least twice daily. Records of observation and monitoring must be kept. ① [P2.1.1]: Each inspection, whether twice daily or more, must be recorded to meet this standard.
P2.2 Hazard Management	
P2.2.1	Equipment, fittings, openings, protrusions, housing, outdoor areas, fences, and any other structures must be maintained to prevent injury.
P2.2.2	Chicks and pullets must be kept from contact with any potentially toxic substances (e.g., those used for maintenance, sanitation, cleaning, insect and rodent control).
P2.3 Handling	
P2.3.1	Chicks and pullets must be handled in a manner that does not cause injury. ① [P2.3.1]: GAP has zero tolerance to kicking, throwing, striking, punching, hitting and any other actions that could cause injury to chicks or pullets. If an operation is found to be out of conformance with this standard it will be decertified.
P2.4 Physical Alterations	
P2.4.1	All physical alterations are prohibited with the exceptions detailed in Standards P2.4.2, P2.4.3 and P2.4.4.
P2.4.2	Beak trimming / beak conditioning is only permitted: 1. using infra-red treatment; and 2. at day-old. Operations must either keep records of carrying this out, or have a letter from the hatchery confirming the method and age of beak trimming / beak conditioning. ① [P2.4.2]: Beak trimming / beak conditioning is prohibited for pullets or pullet chicks to be supplied to Step 4, and 5 operations.
P2.4.4	Beak trimming / beak conditioning may only be performed once during the bird's life and in accordance with Standard P2.4.3.
P2.5 Thermal Comfort	
P2.5.1	The thermal comfort of chicks and pullets must be maintained at all times through management and the provision of supplemental heating and/or cooling, as necessary.
P2.6 Feather Condition	
P2.6.1	Any evidence of feather pecking must be promptly addressed and managed. ① [P2.6.1]: See Standard P6.6.4 for records requirements.
P2.6.2	The use of goggles, blinkers, contact lenses, or any other artificial devices is prohibited.
P2.7 Lameness and Foot Health	
P2.7.1	Any incidence of lameness must be addressed and recorded

STANDARD	
P2.8 Mortality	
P2.8.1	Daily records of mortality (including culls) with causes (if known) for each flock are required.
P2.8.2	Flock mortality in the first 7 days after placement must not exceed 1.5%
P2.8.3	Flock mortality from 8 days after placement through to transfer to the laying operation must not exceed 2%
P2.8.4	If flock mortality exceeds the percentages above for any one flock, a written intervention plan is required to reduce levels in subsequent flocks.
P2.9 Culling	
P2.9.1 	Any chicks or pullets meeting the following criteria must be culled according to acceptable euthanasia methods: a. lame and unable to easily reach food and water; b. sick or injured without chance for recovery.
	① [P2.11.1]: See Section P1.4 for euthanasia requirements.
P2.10 Transfer Management	
P2.10.1	Pullets must be transferred to the layer farm at least four weeks before the expected start of lay.
P2.10.2	Rearing house temperature must be adjusted (usually to a lower level) over a period of 2 to 4 weeks so that it matches the expected temperature of the layer house.
P2.10.3	Light intensity in the rearing house must be adjusted (usually to a higher level) over a period of 2 to 4 weeks so that it matches the expected lighting in the layer house.
P2.10.4	Any adjustments in temperature and light intensity that are required by Standards P2.12.3 and P2.12.4 must be complete at least one week before transfer.
P2.10.6	Pullets must meet the expected breed or strain bodyweight for their age and stage of sexual maturity before transfer.
P2.10.6	Insoluble grit must be provided for at least the last two weeks prior to transfer.
	① [P2.10.6]: Grit for pullets should be around 0.2 in. (5mm) in diameter and provided at a rate of 0.15 oz. (4g) per bird per week.

P3 FEED AND WATER

STANDARD	
P3.1 Water Availability	
P3.1.1 	All chicks and pullets must have continuous access to drinking water. ① [P3.1.1]: See related standard P7.2.1.
P3.1.2	Waterers must be checked daily and any debris cleaned out. ① [3.1.2]: Cleaning out debris could include removal of dirt or waste matter from bell or pan waterers or flushing nipple lines (as required).
P3.1.3	Water must be available for brooding chicks within any areas with supplemental heat.
P3.2 Feeding Requirements	
P3.2.1 	All chicks and pullets must have <i>ad-libitum</i> access to feed during daylight hours. ① [P3.2.1]: See related standard P7.2.2.
P3.2.2	Feeders must be designed and distributed to allow chicks and pullets to eat without restriction.
P3.2.3	Feed must be available for chicks being brooded within any areas with supplemental heat.
P3.3 Feed Hygiene	
P3.3.1	Feed in storage bins and feeders must not be moldy or mildewed, contaminated by rodents, or otherwise compromised in quality.
P3.3.2	Feeders must be free of debris.
P3.4 Additives and Ingredients in Feed or Water	
P3.4.1 	Mammalian by-products are prohibited. ① [P3.4.1]: By-products include animal waste and products derived from slaughter/harvest process including meat, bone, blood and fat.
P3.4.2 	Avian by-products, including eggs, are prohibited. ① [P3.4.2]: By-products include animal waste and products derived from slaughter/harvest process including meat, bone, blood, fat and feather.
P3.4.3 	Fish and fish by-products in feed or water are prohibited. ① [P3.4.3]: 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) that are ingested by chicks or pullets.
P3.4.4	Each operation must keep up-to-date feed ration ingredient lists, or tags, including mineral/vitamin mixes whether using purchased or home mixed feed. Lists and tags need to be made available to the auditor.

P4 HOUSING

STANDARD	
P4.1 Housing Systems	
P4.1.1 	All cage systems are prohibited.
	① [P4.1.1 a]: 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.
	① [P4.1.1 b]: Enriched or furnished cages are prohibited under this standard.
	① [P4.1.1 c]: Systems designed such that otherwise cage free birds can be shut into cages/aviaries, even if only temporarily, are prohibited under this standard.
P4.1.2	Pullets must be reared in units of the same type as their laying accommodation.
	① [P4.1.2]: This means that if the operation has a multi tier system, the pullets must have been given the opportunity to access and learn to use platforms of different height during the rearing period, and if the operation has a raised slatted housing system the pullets must have been reared with access to at least some examples of raised slats in the environment.
P4.2 Access to Housing	
P4.2.1	All pullets must have continuous access to housing that provides protection from the elements and predation.
	① [P4.2.1]: Structures may be mobile or permanent to meet this standard.
P4.3 Litter and Flooring	
P4.3.1	Floors of all houses must be covered with litter at all times.
	① [4.3.1]: Acceptable litter materials include sawdust, wood shavings, wood chips, rice (or other) hulls, long or chopped straw, hay, miscanthus sand, gypsum and corn stalks. If an operation plans to use litter material that is not on this list, written approval from Global Animal Partnership must be received prior to use.
P4.3.2	Litter must be non-toxic.
P4.3.3	Litter must be managed so that no more than 10% of the littered area is caked.
P4.3.4	Litter must be of quality and quantity to:
	a. provide a comfortable environment b. allow for dust-bathing behavior.
	① [P4.3.2]: At the time of audit, if litter quality and/or quantity are found to be insufficient, 5-Step [®] auditors will perform an assessment of soiled feathers as an additional indicator of litter conditions. See Appendix I: Soiled Feather Assessment.
P4.3.5	Fresh litter must be added as required to maintain quality and quantity.
P4.3.6	Slatted and/or wire floors in stationary houses must not exceed 60% of total floor space.

STANDARD	
P4.4 Air Quality	
P4.4.1	Air quality must be assessed at least once each day, using calibrated meters or testing strips, or sensory evaluation, and records kept. ① [P4.4.1]: See Appendix II: Sensory Evaluation of Air Quality for standardized protocol.
P4.4.2	Air quality levels must not exceed the following levels when calibrated meters are used: a. Dust: 10 mg per cubic meter; b. Ammonia: 20 ppm; OR score 2-5 on the air quality scale in Appendix II.
P4.4.3	If air quality is found to exceed the levels in Standard P4.4.2 a working plan to improve it must be implemented that same day.
P4.5 Lighting	
P4.5.1	Light intensity in housing during daylight hours, either from artificial, natural light or a combination of artificial and natural light, must be maintained at a minimum of 20 lux (2 foot candles) throughout the house. ① [4.6.1 a]: Fluorescent lighting tubes that have wavelengths similar to natural sunlight (more UV than red in the visual spectrum) are preferred. ① [4.6.1 b]: The indoor light intensity must be bright enough to allow for inspection of all birds. ① [4.6.1 c]: A useful response to negative behaviors such as feather pecking, can be to use red lights in the hen house
P4.5.2 	By day 3 after placement, pullets must be provided with a daily minimum of 6 hours of continuous darkness throughout their lives. ① [P4.5.2]: This standard is not applicable when birds are raised under natural lighting conditions and dark periods are shorter than this.
P4.5.3 	By day 3 after placement pullets must be provided with a daily minimum of 10 hours of continuous light throughout their lives.
P4.5.4	Pullets must have a dawn when light levels progressively increase and a dusk when light levels progressively decrease. ① [P4.5.4 a]: Dawn and dusk can be provided using natural lighting or by progressively dimming or brightening artificial lighting. ① [P4.5.4 b]: Dimming and brightening can be achieved through use of dimmer switches, by progressively turning on/off lights through the house or by switching from brighter lights to dimmer lights and then to darkness or vice versa.
P4.7 Perches	
P4.7.1	Aerial perches must be provided in the brooding areas from at least day 7 after placement at a minimum of 1.5in (3.75cm) of perch space per chick. ① [P4.7.1 b]: Perches must not have sharp edges and must be of a width and height suitable for the size and age of birds that will use them.
P4.7.2	Perches must be provided after the brooding period at a minimum of 3in (7.5cm) of perch space per bird.
P4.7.3	After the brooding period the distance from the floor to the first perch must not be less than 4 inches (10 cm).
P4.6 Stocking Density in Housing	
P4.6.1	Pullets must have enough space to express natural behavior, including standing, turning around, stretching their wings and preening, without touching another bird.
P4.6.2	The maximum stocking density during the brooding period is 0.45 sq. ft. per chick (24 birds per sq. m)
P4.6.3 	The maximum stocking density after the brooding period is 0.65 sq. ft. per bird (16 birds per sq. m)

P5 RODENT AND WILD BIRD CONTROL

STANDARD	
P5.1 Rodent Control Program	
① <i>The Standards in this Section are applicable to any rodent control efforts, whether contracted or not.</i>	
	Good sanitation must be the first level of rodent control.
P5.1.1	① [P5.1.1]: <i>Good sanitation includes exclusion of rodents from buildings, bays, or bins where birds live and where grain or other feeds are stored; clear up of spills of feed; and management of trash to reduce attracting or harboring rodents.</i>
P5.1.2	If good sanitation is ineffective an integrated rodent control program must be implemented. This program must include: a. methods of control that only target rodents; b. an assessment of different methods of lethal control; c. if traps are used they must be species specific, appropriately located and must be designed to cause rapid death; d. licensed rodenticides are only used in areas where traps will be ineffective (traps are most effective in enclosed spaces and rodent runs). ① [P5.1.2]: <i>Glue boards, drowning, and drowning traps do not meet the above requirements.</i>
P5.1.3	Multiple catch traps used for monitoring rodent populations must be baited with rodenticide.
P5.2 Wild Bird Control	
P5.2.1	Wild birds must be excluded from housing.

P6 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 GAP 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 in place to meet each of these standards, and records and documentation for, at a minimum, the sheep presently on-site must be available.

STANDARD

P6.1 Written Farm/Animal Health/System Plan

P6.1.1	Each operation must have a written plan describing: a. an overview of the operation, including size, type/stage of production, location, and typical climatic conditions b. emergency procedures, including those for natural disasters, fire, water shut off, and, if applicable, power failure c. operational practices and policies for pullet production: i. provision for daily feed and water, including ration details; ii. health programs (e.g., supplementation, vaccination and other preventative, maintenance and/or health-promoting practices, feather pecking prevention and actions to be taken if feather pecking occurs); care of sick and/or injured chicks and pullets, including on-farm euthanasia policies; iii. management of outdoor areas, if applicable to production system; iv. brooding; v. rodent, and wild bird control practices; d. environmental management (i.e. to reflect how various environmental challenges are handled such as large fluctuations in temperature, excessive humidity, etc.). ① [P6.1.1]: The written farm 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 GAP certification.
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P6.2 Biosecurity Procedures and Protocols

P6.2.1	Each operation must have a documented and implemented biosecurity program that covers: a. procedures for bringing any birds onto the site, including new birds/chicks and any returning birds; b. procedures and policies for employees; c. procedures and policies for visitors to the operation (e.g. provision of foot baths, booties, protective clothing; minimizing visitors; and visitor logs); d. feed trucks and equipment delivery to the operation; e. shared borders with neighboring operations, if applicable; f. clean-out procedures of housing units between flocks.
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STANDARDS

P6.3 Back-up/Alternative Power Supply

- P6.3.1** If power is essential to the operation of heating, cooling, ventilation, watering, and/or feeding systems, each operation must have:
- an alternative power supply and/or fail safe device in working condition; AND
 - a method of notification in the event of power failure alarm.

P6.4 Training

- P6.4.1** Each operation must provide training to all care-givers and/or managers that:
- is written and/or hands-on;
 - is presented in all necessary languages;
 - includes instruction on recognizing signs of normal and abnormal behavior;
 - describes all aspects of the individual's responsibilities;
 - describes emergency procedures;
 - is provided prior to the individual's handling of any chicks or pullets on the operation;
 - covers all requirements of this version of the GAP Animal Welfare Rating Pilot Standards for Pullets;
 - is on-going as necessary and, at a minimum, when any changes affecting the care and management of pullets are implemented.

- P6.4.2** Each operation must keep a record of employee training, including dates of training and topics covered.
- ① **[P6.4.2 a]:** Training includes initial, re-training and on-going training.
- ① **[P6.4.2 b]:** This record-keeping standard applies to employees but does not include immediate family members.

P6.5 General Records Requirements

- P6.5.1** 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 **[P6.5.1]:** Records can be collected and stored by producer groups, but must be available at the time of audit.
- P6.5.2** Records must be presented in an organized manner.
- P6.5.3** All records, reports, Step certificates, and other materials and correspondence relating to Step certification must be kept for at least one certification cycle.

STANDARD	
P6.6 Traceability and Chain of Custody	
P6.6.1 	Each operation must have individual flock records that can trace the flock from hatchery through to placement on the Step-rated operation. i [P6.6.1 b]: <i>For operations supplying producer groups, it is acceptable for the producer group to record and maintain this information for individual operations.</i>
P6.6.2	Each Step-rated operation must send a transport record or company trucking sheet/bill of lading - also known as the chain or custody record - with each shipment of pullets transported off the operation. The record must include: a. the number of birds transported; b. date of transport; c. any therapeutic use of antibiotics, ionophores and/or sulfa drugs; d. certificate number; e. certificate expiry date; f. any deviations granted including the standard number and length of approval.
P6.6.3	A copy of the chain of custody record from each shipment of pullets must be kept (for every certified operation) for review by the auditor at re-inspection.
P6.6.4	Records of any evidence of feather-pecking incidences are required, including: a. date of outbreak; b. percentage of injured birds per flock; c. actions taken to address the outbreak; and d. outcomes of the actions taken to address the outbreak. i [P6.6.4]: <i>Records are required only if outbreak(s) occur.</i>

P7 HANDLING AND TRANSPORT

① *Transportation companies that are currently Poultry Handling and Transport Quality Assurance Certified are automatically in compliance with Standards P7.3.1 – P7.4.1.*

STANDARD	
P7.1 Condition of Birds at Transport	
P7.1.1 	Transporting unhealthy, non-ambulatory, or injured pullets is prohibited.
P7.1.2	All unhealthy, non-ambulatory, injured, or small pullets (runts) who are not loaded for transfer must be euthanized the same day that pullets from the same flock are transported to the laying operation.
	① [P7.1.2]: See Section P1.4 for euthanasia requirements.
P7.2 Water and Feed Withdrawal	
P7.2.1	All birds must have continuous access to drinking water: a. until loading begins if water lines do not need to be elevated prior to catching and loading b. until 1 hour before loading begins if water lines must be elevated prior to catching and loading.
P7.2.2	Feed must not be withheld for more than 12 hours prior to expected arrival on the laying operation.
P7.3 Catching and Loading	
P7.3.1	Lights must be dimmed throughout the catching and loading process.
P7.3.2	Pullets must be caught calmly to minimize stress and risk of injury.
P7.3.3 	Kicking, throwing, striking, punching, hitting, or otherwise causing injury to hens is prohibited.
P7.3.4	Pullets must never be lifted or carried by the head, neck, one or both wings, or tail.
	① [P7.3.4]: GAP discourages the carrying of pullets by a single leg and urges industry to move away from this practice.
P7.3.5	Catchers are prohibited from carrying more than 4 pullets per hand
P7.4 Transport Containers	
P7.4.1	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 birds.
P7.4.2 	Wire floors in transport containers are prohibited.
P7.4.3	All birds must be able to sit on the floor of the container at the same time.
P7.4.4	Containers must be of adequate height to allow the birds to move their heads freely while sitting.

STANDARD**P7.5 Transport of Pullets or Pullet Chicks**

① *The standards in this Section apply to any transport of pullets or pullet chicks onto or within the operation AND the transport of pullets off of the operation. Standards for transport containers can be found above.*

① *See also Section P2.3*

P7.5.1	A record of the total number of chicks received from the hatchery or pullets delivered to the laying farm is required for each flock.
P7.5.2	Chicks must be delivered to the operation within 48 hours of removal from the hatcher.
P7.5.3	Documentation of each shipment of chicks from the hatchery is required that includes: a. time chicks were removed from the hatcher; b. time of arrival onto the operation applying for certification to this standard; c. time of placement.
P7.5.4	A record of the total number of dead-on-arrivals (DOAs) for each flock is required.
P7.5.5	Mortality during transport must not exceed 0.5% per shipment.
P7.5.6	The thermal comfort of pullets or pullet chicks must be maintained at all times through management and the provision of supplemental heating and/or cooling, as necessary.
P7.5.7	Each chick must be provided a minimum of 4 in ² (25.8 cm ²) floor space within the delivery box.
P7.5.8	Each delivery box must be designed with holes for ventilation.
P7.5.9	Each delivery box must contain a new, absorbent floor pad or be constructed in such a way that chicks stay dry and do not slip.
P7.5.10	Each delivery box sent by air carrier must be prominently labeled "LIVE BIRDS."

P7.6 Equipment and Vehicles

P7.6.1	Equipment (e.g., a trailer) and vehicles must be managed to provide for the thermal comfort of birds at all times.
P7.6.2	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 birds from inclement weather.

P7.7 Transport Personnel Responsibilities and Procedures

P7.7.1 	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.
P7.7.2	The driver must be knowledgeable in all of his or her responsibilities and transport protocols, including those in the case of accident or emergency as per standard 8.7.1.
P7.7.3	If the vehicle is scheduled to pick up birds from more than one operation and/or source, a separate bill of lading/delivery note for each operation is required. ① [P7.7.3]: See Section P7.8 for records requirements.
P7.7.4	If the vehicle is transporting birds from more than one operation and/or source, each different group of birds must be segregated in identifiable containers.
P7.7.5	Transport or movement of pullets with other species on the same vehicle and in the same compartment is prohibited.

STANDARD**P7.8 Transport Records**

P7.8.1	The following records are required for each vehicle transporting pullets: a. date of transport; b. starting and ending times for loading pullets into transport containers; c. transport vehicle departure and arrival times; d. reasons for any stops or delays en route; and e. number of birds transported from the operation.
P7.8.2	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 birds from more than one operation.

Appendix I: Soiled Feather Assessment

Standard P4.3.2 requires that litter within housing structures to be of quality and quantity to (1) provide a comfortable environment and (2) allow for dust-bathing behavior. At the time of audit, if litter quality and/or quantity are found to be insufficient, auditors will perform this Soiled Feather Assessment as an additional indicator of litter conditions by observing a minimum of 50 birds in the flock. Pullet rearers are encouraged to perform this assessment themselves throughout the life cycle of the flock.

Under normal circumstances healthy birds keep themselves clean, they will avoid dirty areas and carry out regular preening. Dirt around the vent can indicate diarrhea. Dirt on feathers might indicate inadequate litter quality, a wet and muddy outside run (if applicable) and/or poor design of the perching area. It is a potential source for spreading disease and of relevance for general hygiene and bird wellbeing.

Sample Size	50 birds
Method of Assessment	Assess and score 5 birds in each of 10 different areas of the house and/or range. Visually assess one side of the bird, not including the legs and feet.
Scoring	0 = Clean The bird is clean. 1 = Moderate dirtiness There is soiling on at least one part of the bird but it is <5cm maximum dimension. 2= Substantial dirtiness There is soiling on one or more parts of the bird and the area is ≥5cm maximum dimension.

Ref: AssureWel protocols for laying hens. See <http://www.assurewel.org/layinghens/birddirtiness>

Appendix II: Sensory Evaluation of Air Quality

Section P4.4 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	ZERO	odor and dust not noticeable (easy to breathe)	No - acceptable air quality
1	WEAK	odor and dust hardly noticeable	
2	MODERATE	odor and dust distinct, annoying (watery eyes and/or coughing)	Yes – needs work to improve air quality
3	STRONG	odor and dust irritating (stinging eyes and mouth, and/or excessive coughing.	
4	VERY STRONG	odor and dust bearable (stinging eyes and mouth, excessive coughing, and/or pain when swallowing)	
5	OVERPOWERING	odor and dust unbearable, you need to leave the barn (hurts to breathe in)	

Glossary

Term	Definition
Aerial perch	<i>A perch that is raised up from a floor or platform. The edge or surface of a platform – even if this is raised from floor height – does not meet the definition of an aerial perch. An aerial perch must allow perching – see definition below.</i>
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 chicks.</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>
Cull	<i>An animal that has been removed from the operation as a management decision.</i>
Day-old	<i>A chick from hatch up to the age of 72 hours is described as a “day-old”.</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>
Feather pecking outbreak	<i>When feather pecking includes pecking at more than just the feathers, but also the body, head, eyes etc. Once damage to the birds plumage is such that skin is exposed, and pullets are starting to peck at exposed skin, AND/or, pullets are seen to be pecking at the head, eyes or other parts of the body, then this would be considered an outbreak and action would be required.</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 chicks or pullets. The group can be kept all together or divided into smaller groups but would be considered one flock.</i>
Genetically modified	<i>Birds who have been genetically altered (modified, engineered) or cloned. This does not include birds that are genetically selected for certain traits.</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>

Term	Definition
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>
Perching	<i>The act of balancing with feet (claws) wrapped around an elevated object.</i>
Placement	<i>The act of removing birds from the transport container and placing into their living accommodation.</i>
Pullet	<i>A female bird from 48 hours after hatching through to 18 weeks of age is defined as a pullet.</i>
Stocking density	<i>The total space available to birds (whether indoors or outdoors) divided by the total number of birds using that area.</i>
Sub-therapeutic	<i>Administering treatment when animals are not sick; this includes low doses of medication over an extended period of time.</i>