

Global Animal Partnership's

## **DRAFT 5-Step® Animal Welfare Rating Pilot Standards for Egg Laying Hens**



### **Public Comment Process**

We're excited to release our **DRAFT 5-Step Animal Welfare Rating Pilot Standards for Egg Laying Hens** 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](mailto: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 5-Step® Animal Welfare Rating Pilot Standards for Egg Laying Hens**



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

The 5-Step® Animal Welfare Rating program assesses the level of welfare of animals on-farm, during transport, and at slaughter.

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 **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 that must be met before certification to that particular Step level is assigned. As the standard-setter, Global Animal Partnership (GAP) 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 Pilot Standards for Egg Laying Hens**

The 5-Step® Animal Welfare Rating Pilot Standards for Egg Laying Hens was issued on XXXX. The development process included consultation with egg 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**

**GAP**, 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](mailto:info@globalanimalpartnership.org) or 877.427.5783 (+1.202.540.9880 if calling from outside the United States).

## Program Overview

Egg laying hens raised in Step 1 systems typically live in a cage free stationary indoor housing structure and are required to provide hens with space to express natural behavior and some enrichment. In Step 2, they also typically live in an indoor environment, but are provided with further enrichments and pullets must come from GAP Certified sources. Hens in Step 3 systems have seasonal access to pasture but may be housed in winter. In Step 4, birds live on pasture, with access to housing; during winter, hens may be brought inside but must have daily access to a foraging area. Step 4 birds cannot be beak tipped. In Step 5 and Step 5+, hens live continuously outdoors on pasture in mobile housing systems and may only be removed during extreme weather conditions. At Step 5+, hens are also required to spend their lives from placement as day-old on a single farm, lay through at least 2 laying cycles and are finally processed at a mobile or on-farm slaughter facility.

Step Level	Marketing Claims	Description of System	Management Highlights
 <b>Step 1</b> <b>NO CAGES, NO CRATES, NO CROWDING</b> <small>Certified to Global Animal Partnership Standards by IMI Global, Inc.  <a href="http://www.globalanimalpartnership.org">www.globalanimalpartnership.org</a></small>	No cages, no crates, no crowding	Hens in Step 1 systems live in a cage free stationary housing structure with enrichments and are provided space to express natural behavior.	Hens are typically housed indoors and required to meet a maximum stocking density of 1.4 sq. ft. per bird. Producers are required to manage the environment to maintain litter and air quality.
 <b>Step 2</b> <b>ENRICHED ENVIRONMENT</b> <small>Certified to Global Animal Partnership Standards by IMI Global, Inc.  <a href="http://www.globalanimalpartnership.org">www.globalanimalpartnership.org</a></small>	Enriched environment	Hens in Step 2 systems live in an indoor environment with further enrichments. Pullets must come from GAP Certified sources.	Environmental enrichments are materials that are provided to hens to add complexity to their environment and encourage the expression of natural behavior (such as pecking, scratching, exploration and play behavior).
 <b>Step 3</b> <b>ENHANCED OUTDOOR ACCESS</b> <small>Certified to Global Animal Partnership Standards by IMI Global, Inc.  <a href="http://www.globalanimalpartnership.org">www.globalanimalpartnership.org</a></small>	Enhanced outdoor access	Hens in Step 3 systems have seasonal access to pasture where they can forage and dust bathe. Pullets must come from GAP Certified sources.	Hens live in a stationary housing structure with seasonal access to pasture. They may be housed during the winter but the house must contain features that increase the complexity of the environment. Indoor areas must have two different types of enrichments.
 <b>Step 4</b> <b>PASTURE CENTERED</b> <small>Certified to Global Animal Partnership Standards by IMI Global, Inc.  <a href="http://www.globalanimalpartnership.org">www.globalanimalpartnership.org</a></small>	Pasture centered	Hens in Step 4 systems live on pasture; during winter hens may be housed with continuous access to a foraging area. Pullets must come from GAP Certified sources.	Hens live on pasture with access to housing or shelter. During winter, hens may be brought inside but must have daily access to a foraging area. Pasture includes access to rangelands, grassland, planted pastures, managed pastures, wooded areas, and harvested crop areas. Beak trimming is prohibited.
 <b>Step 5</b> <b>ANIMAL CENTERED; NO PHYSICAL ALTERATIONS</b> <small>Certified to Global Animal Partnership Standards by IMI Global, Inc.  <a href="http://www.globalanimalpartnership.org">www.globalanimalpartnership.org</a></small>	Animal centered; no physical alterations	Hens in Step 5 systems live continuously on pasture and may only be housed during extreme weather conditions. Pullets must come from GAP Certified sources.	Hens live continuously on pasture from the age of 12 weeks.
 <b>Step 5+</b> <b>ANIMAL CENTERED; ENTIRE LIFE ON SAME FARM</b> <small>Certified to Global Animal Partnership Standards by IMI Global, Inc.  <a href="http://www.globalanimalpartnership.org">www.globalanimalpartnership.org</a></small>	Animal centered; entire life on same farm	Hens in Step 5+ systems live continuously on pasture and may only be housed during extreme weather conditions. Birds are processed on-farm. Pullets are reared from day-old on the operation.	Hens live continuously on pasture from the age of 12 weeks. This Step requires heritage breeds that continue to lay for multiple cycles. Hens spend their entire lives on a single farm, and at end of lay 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 M indicates the standard is considered a major non-conformance (see Non-conformances section below for more details, and the GAP Pilot Policy Manual v1.0 [Section 5-Non-Conformances]).

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>2.3 Handling</b>		•	•	•	•	•	•
<b>2.3.1</b> M	<p>Hens must be handled in a manner that does not cause injury.</p> <p>① [2.3.1]: GAP has zero tolerance to kicking, throwing, striking, punching, hitting and any other actions that could cause hens injury. If an operation is found to be out of conformance with this standard it will be decertified.</p>						

In this example, Standard 2.10.3 is required only for Step 1, Standard 2.10.4 is required only for Steps 2 and 3, Standard 2.10.5 is required only for Steps 4 and 5 and Standard 2.10.6 is required only for Step 5+.

STANDARD		Step level					
		1	2	3	4	5	5+
<b>2.10 Mortality</b>							
<b>2.10.3</b>	Flock mortality from placement on the laying farm through the end of the first laying cycle must not exceed 6%.	•					
<b>2.10.4</b>	Flock mortality from placement on the laying farm through the end of the first laying cycle must not exceed 4%.		•	•			
<b>2.10.5</b>	Flock mortality from placement on the laying farm through the end of the first laying cycle must not exceed 3%.				•	•	
<b>2.10.6</b>	Flock mortality from placement on the laying farm through the end of the first laying cycle must not exceed 2%.						•

In addition the ① symbol prefaces additional information provided to aid in the understanding of the standard:

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>4.1 Housing Systems</b>		•	•	•	•	•	•
<b>4.1.1</b> M	<p>All cage systems are prohibited.</p> <p>① [4.1.1 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.</p> <p>① [4.1.1 b]: Enriched or furnished cages are prohibited under this standard.</p> <p>① [4.1.1 c]: Systems designed such that otherwise cage free birds can be shut into cages/aviaries, even if only temporarily, are prohibited under this standard.</p>						

## Program Requirements

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

### 1. General

- a. The standards in this document are requirements.
- b. With the exception of Standard 1.1.8 standards for breeding animals are not included in this document and will be developed in the future.
- c. Standards in this document pertain to birds once they are transferred to layer accommodation. Brooding chicks and management of pullet rearing are covered by the separate GAP 5-Step Animal Welfare Rating Standards for Pullets.
- d. The term "flock" is defined as a barn/house of hens. The group can be kept all together or divided into smaller groups but would be considered one flock. If pullet chicks 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:
  - all staff and birds are under the direct supervision and management of the farm;
  - the farm owns, rents or leases, all the locations where the birds 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 birds 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 manage birds 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. Each operation must submit a completed 5-Step® application, and be audited and certified prior to marketing any product as Step-rated.
- b. Each operation must be audited once every certification cycle.
- c. 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.

- d. If there is a choice of flocks to audit, the oldest flock(s) on the operation must be reviewed by the auditor.
- e. Each operation must have hens on-site at the time of audit, but not all houses must have hens in them at the time of the on-site audit.
- f. 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.
- g. 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. loading, transport, rodent control).
- h. All applicable standards, including those that may be controlled or managed by, or contracted to, another (e.g. the hatchery; a 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.
- i. GAP supports the use of video or other electronic monitoring records for the review of pullet chick set-up and handling and loading hens. 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.
- j. 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.
- k. If a standard has not been met for all animals on the operation at the time of initial inspection, a Step-rating 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 a. vii. 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-Step-rated birds, provided all aspects of the catching 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.
- b. 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		Step Level					
		1	2	3	4	5	5+
Source/breed							
1.1.1	Intentional use of genetically modified or cloned hens, or their progeny, is prohibited.	•	•	•	•	•	•

In the example below, as there is no ❗ 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		Step Level					
		1	2	3	4	5	5+
Hazard Management							
2.2.2	Hens must be kept from contact with any potentially toxic substances (e.g., those used for maintenance, sanitation, cleaning, insect and rodent control).	•	•	•	•	•	•

- c. 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 v1.0 Section 5 Non-conformances).

## 5. Step Differentiation within the Standards

- 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 some but not all Step 4 (or higher) requirements, but 100% of the requirements for Step 1, the 5-Step® certification will be Step 1 (see also 5.d. below).
- b. Step differentiator standards are those that do not apply to all steps. Egg laying hens can achieve Step ratings 1, 2, 3, 4, 5 and 5+. Any standard that does not apply to all of those levels is a Step differentiator standard. In the example below 4.6.1 only applies to Steps 1 and 2 and 4.6.2 only applies to Steps 3, 4, 5 and 5+.

STANDARD		Step Level					
		1	2	3	4	5	5+
4.6 Lighting							
4.6.1	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						




- g. As outlined in the Pilot GAP Policy Manual v1.0 (Section 6. Certificates), split operations will not be issued certification to the operation as a whole, rather certificates will specify the certified Step-rated portion of the split operation.
- h. End of lay hens that are selected for further processed production cannot be marketed as Step rated meat unless they have been reared from hatch to slaughter on Step-rated farm(s).


## 7. Additional standards documents





- a. As noted above, the 5-Step® Animal Welfare Rating Pilot Standards for Egg Laying Hens v1.0 is accompanied by GAP's Pilot Policy Manual v1.0.
- b. As per bullet 2 a. above, each operation is required to complete a 5-Step® Animal Welfare Rating Standards Pilot Program Application: Laying Hens, each certification cycle.
- c. In addition laying hen operations that are or intend to be certified to Step 2 or above must, as per standard 1.1.2, ensure that pullets they either raise themselves or bring in from other operations are GAP certified according to the 5-Step® Animal Welfare Rating Pilot Standards for Pullets v1.0.
- d. Pullet rearers must also complete a 5-Step® Animal Welfare Rating Standards Pilot Program Application: Pullets, each certification cycle
- e. Laying hen operations that use transport companies with drivers and/or loading crews that do not hold a current third party hen transport quality assurance must ensure that the transport company (or companies) they use complete GAP's Transport Personnel Responsibilities, Training and Procedures form. This document must be completed for each certification cycle. See also the information notes at the start of Section 8 – Depopulation.
- f. Prior to labeling any eggs as Step-rated the marketing entity must ensure that they meet labeling regulations for the country in which they are selling.
- g. The use of the GAP label/logo must meet the requirements of GAP's Labeling Guide.
- h. Before retail-ready packaged products are labeled as Step-rated, operations must contact GAP's Labeled Products Authorization Program at [lpa@globalanimalpartnership.org](mailto:lpa@globalanimalpartnership.org) for details of the application and approval process.
- i. The documents listed above can be downloaded at [www.globalanimalpartnership.org/the-5-step-program/our-standards/](http://www.globalanimalpartnership.org/the-5-step-program/our-standards/) or received by contacting your GAP-accredited certifier.

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## 1 ANIMAL SOURCE AND HEALTH

STANDARD	Step Level					
	1	2	3	4	5	5+
<b>1.1 Source / Breed / Lines</b>						
① <i>The ability to perch is not included as a trait that must be selected as all breeds/lines/strains of laying hen, however prolific or hybridized, have this ability.</i>						
<b>1.1.1</b> 	Intentional use of genetically modified or cloned hens is prohibited.					
	•	•	•	•	•	•
<b>1.1.2</b>	Pullets must be sourced from GAP Certified operations.					
		•	•	•	•	
	① [1.1.2]: See glossary for GAP definition of pullets.					
<b>1.1.3</b>	Day-old chicks are the only birds that can be bought onto the operation.					
						•
	① [1.1.3]: See glossary for GAP definition of day-old chicks.					
<b>1.1.4</b>	Pullets must come from units where they have been reared in same type of system as their laying accommodation.					
	•	•	•	•	•	•
	① [1.1.4 a]: This standard applies whether the operation buys from a separate pullet rearing operation or if they rear their own pullets on farm. ① [1.1.4 b]: 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.					
<b>1.1.5</b>	Breeds/lines/strains must be chosen for good bone health and for low levels of mortality.					
	•	•	•	•	•	•
	① [1.1.5]: See related Sections 2.7 and 2.10.					
<b>1.1.6</b>	Breeds/lines/strains must be chosen for low levels of injurious behavior.					
	•	•	•	•	•	•
	① [1.1.6]: See related Section 2.6 and Standard 7.6.5.					
<b>1.1.7</b>	Breeds/lines/strains must be chosen for the ability to range and for good immune systems.					
				•	•	•
	① [1.1.7]: See related Sections 5.1, 5.2, 5.3 and 5.5.					
<b>1.1.8</b>	Each operation must have a signed affidavit from the source confirming that parent stock meet <u>all</u> of the following criteria:					
	a. fed daily;	•	•	•	•	•
	b. not water restricted;					
	c. never kept in cages; and					
	d. never given sub-therapeutic antibiotics.					
	① [1.1.8]: The affidavit may come from the hatchery, pullet rearer or the breed company.					
<b>1.1.9</b>	Heritage breeds must be used.					
						•
	① [1.1.9]: A heritage breed is an American Poultry Association Standard breed. See <a href="https://livestockconservancy.org/index.php/heritage/internal/conservation-priority-list#Chickens">https://livestockconservancy.org/index.php/heritage/internal/conservation-priority-list#Chickens</a> for a list of breeds.					



STANDARD		Step level					
		1	2	3	4	5	5+
<b>1.2 Medication</b>							
1.2.1	Eggs from birds that have been given antibiotics, ionophores, beta agonists, sulfa drugs and/or arsenic-based drugs are prohibited from being marketed as Step-rated. <i>① [1.2.1 a]: This standard applies whether given therapeutically or sub-therapeutically.</i> <i>① [1.2.1 b]: See Standard 1.4.1 for prompt treatment of birds.</i> <i>① [1.2.1 c]: Arsenic-based drugs include, but are not limited to 3-Nitro®, Roxarsone, Nitarsone, Arsanilic Acid, and Carbarasone.</i>	•	•	•	•	•	•
1.2.2	A protocol must be in place to identify and ensure that the eggs from any birds treated with antibiotics, ionophores, beta agonists, sulfa drugs and/or arsenic-based drugs are not marketed as Step-rated.	•	•	•	•	•	•
1.2.3	Off-label / extra-label use of medicines is prohibited unless prescribed or advised by a veterinarian. <i>① [1.2.3 a]: Veterinarian prescription documentation may be acquired via email or fax.</i> <i>① [1.2.3 b]: Parasiticides and vaccines are not included in this standard.</i>	•	•	•	•	•	•
1.2.4	Expired medication is prohibited.	•	•	•	•	•	•
<b>1.3 Treatment</b>							
1.3.1 	Sick or injured hens must be promptly treated or euthanized according to Section 1.4 <i>① [1.3.1 b]: Treatment may include herbal or homoeopathic remedies when these have been shown to be effective.</i>	•	•	•	•	•	•
1.3.2	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 or bird ID.	•	•	•	•	•	•
1.3.3	Veterinarian-prescribed treatments must be administered according to veterinarian guidance.	•	•	•	•	•	•
1.3.4	Any area designated for sick or injured hens, such as a hospital pen or designated area within an existing pen, must provide feed and water and meet the space requirements and housing conditions detailed in the HOUSING section. <i>① [1.3.4]: Sick and/or injured hens may be segregated from healthy birds when necessary, but it is not required if it is in the best interest of the bird to keep it with the flock.</i>	•	•	•	•	•	•
1.3.5	Segregated sick or injured birds must be monitored at least twice daily.	•	•	•	•	•	•
1.3.6	Operations must have an internal and external parasite control program that can be implemented if parasites are impacting bird health and welfare.	•	•	•	•	•	•
1.3.7	Products containing organophosphates, cannot be used on laying hens.	•	•	•	•	•	•
<b>1.4 On-Farm Euthanasia</b>							
1.4.1	All euthanasia must be performed by (a) trained person(s) or a veterinarian. <i>① [1.4.1]: 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.</i>	•	•	•	•	•	•

STANDARD		Step level																																		
		1	2	3	4	5	5+																													
1.4 On-Farm Euthanasia <i>Continued</i>																																				
1.4.2 	Any bird identified as requiring euthanasia must be euthanized the same day.						•	•	•	•	•	•																								
	 [1.4.2]: <i>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.</i>																																			
1.4.3 	Euthanasia technique(s) must cause rapid insensibility and be immediately followed by death.						•	•	•	•	•	•																								
	 [1.4.3]: <i>The operation must be able to articulate to the auditor the visual indicators of death, and the physical parameters that confirm this.</i>																																			
1.4.4	The person performing euthanasia must remain with the hen(s) until death is evident.						•	•	•	•	•	•																								
1.4.5	Methods of euthanasia are listed below, where YES indicates an acceptable method and NO indicates an unacceptable method. Birds must be appropriately held or restrained as necessary to ensure the euthanasia method can be properly and safely administered.																																			
	<table><thead><tr><th>METHOD</th><th>ACCEPTABILITY</th></tr></thead><tbody><tr><td>Manual cervical dislocation (i.e. use of hands only to dislocate the neck as near to the head or skull as possible)</td><td>YES</td></tr><tr><td>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)</td><td>NO</td></tr><tr><td>Manually applied blunt force trauma to the head</td><td>NO</td></tr><tr><td>Decapitation or bleeding/slitting the throat without pre-stunning.</td><td>NO</td></tr><tr><td>Penetrating captive bolt pistol<sup>1</sup></td><td>YES</td></tr><tr><td>Non-penetrating captive bolt pistol<sup>1</sup></td><td>YES</td></tr><tr><td>Gunshot to the head</td><td>YES</td></tr><tr><td>Veterinarian administered overdose of injectable anesthetics, including barbiturates and barbituric acid derivatives</td><td>YES</td></tr><tr><td>Gas stunning and killing systems<sup>1</sup> using (1) multi-phase carbon dioxide<sup>2</sup>, (2) argon, (3) nitrogen, or (4) a mixture of these gases</td><td>YES</td></tr><tr><td>Gas stunning and killing systems using carbon monoxide.</td><td>NO</td></tr><tr><td>Electrical stun knife<sup>1</sup> (only permitted if bird is stunned prior to cutting the neck)</td><td>YES</td></tr></tbody></table>						METHOD	ACCEPTABILITY	Manual cervical dislocation (i.e. use of hands only to dislocate the neck as near to the head or skull as possible)	YES	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	Manually applied blunt force trauma to the head	NO	Decapitation or bleeding/slitting the throat without pre-stunning.	NO	Penetrating captive bolt pistol <sup>1</sup>	YES	Non-penetrating captive bolt pistol <sup>1</sup>	YES	Gunshot to the head	YES	Veterinarian administered overdose of injectable anesthetics, including barbiturates and barbituric acid derivatives	YES	Gas stunning and killing systems <sup>1</sup> using (1) multi-phase carbon dioxide <sup>2</sup> , (2) argon, (3) nitrogen, or (4) a mixture of these gases	YES	Gas stunning and killing systems using carbon monoxide.	NO	Electrical stun knife <sup>1</sup> (only permitted if bird is stunned prior to cutting the neck)	YES						
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<sup>2</sup> Multi-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.																																				

STANDARD		Step level					
		1	2	3	4	5	5+
<b>1.4 On-Farm Euthanasia Continued</b>							
	<p>① [1.4.5 a]: The use of welding grade argon and nitrogen gas is permitted.</p> <p>① [1.4.5 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.</p> <p>① [1.4.5 c]: With gunshot, captive bolts, and blunt force trauma, fatigue can be an issue for caretakers, so GAP encourages appropriate staffing and training</p> <p>① [1.4.5 d]: If hens are to be euthanized by manual (non-mechanical) cervical dislocation, Global Animal Partnership encourages an effective pre-stun.</p>						
1.4.6	Euthanasia equipment must be maintained according to manufacturer's specifications.	•	•	•	•	•	•
	All euthanized/dead birds must be removed from housing and/or outdoor areas in use immediately.	•	•	•	•	•	•
1.4.7	①[1.4.7]: 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.						

## 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. <b>i [2.1.1]:</b> Each inspection, whether twice daily or more, must be recorded to meet this standard.	•	•	•	•	•	•
2.1.2	If the flock includes roosters, their presence must not lead to aggressive interactions or injury of any birds. <b>i [2.1.2]:</b> Some operations include roosters with their laying flocks as this has been shown by some researchers to reduce the incidence of feather pecking and may also provide an early warning system against predator threats. However, if there is more than one rooster with the flock they may fight and/or roosters can cause injury to hens.	•	•	•	•	•	•
<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	Hens 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 Handling</b>							
2.3.1 <b>M</b>	Hens must be handled in a manner that does not cause injury. <b>i [2.3.1]:</b> GAP has zero tolerance to kicking, throwing, striking, punching, hitting and any other actions that could cause injury to hens. If an operation is found to be out of conformance with this standard it will be decertified.	•	•	•	•	•	•
<b>2.4 Physical Alterations</b>							
2.4.1	All physical alterations are prohibited with the exceptions detailed in Standards 2.4.2 and 2.4.3.	•	•	•	•	•	•
2.4.2 <b>M</b>	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.	•	•	•			
2.4.3 <b>M</b>	Beak trimming / beak conditioning may only be performed once during the bird's life and in accordance with Standard 2.4.2.	•	•	•			
<b>2.5 Thermal Comfort</b>							
2.5.1	The thermal comfort of hens must be maintained at all times through management and the provision of supplemental heating and/or cooling, as necessary.	•	•	•	•	•	•

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>2.6 Feather Condition</b>							
<b>2.6.1</b> 	Any evidence of feather pecking must be promptly addressed and managed.	•	•	•	•	•	•
	① [2.6.1 a]: See Standard 7.6.5 for records requirements.						
	① [2.6.1 b]: The Featherwel project – see <a href="http://www.featherwel.org">http://www.featherwel.org</a> - offers practical strategies to reduce injurious pecking.						
<b>2.6.2</b>	The use of goggles, blinkers, contact lenses, or any other artificial devices is prohibited.	•	•	•	•	•	•
<b>2.6.3</b>	Feather loss, feather damage and/or pecking within the flock must be assessed at least monthly and records kept of the results.					•	•
	① [2.6.3]: See Appendix I for details of sample size and scoring system.						
<b>2.7 Skeletal Health</b>							
<b>2.7.1</b> 	Birds must be managed to minimize the risk of bone fractures.	•	•	•	•	•	•
	① [2.7.1]: Bone fractures can have a variety of causes including osteoporosis, design and management of the housing system and handling of the birds, including during depopulation as well as nutrition, breeding and whether opportunities exist for birds to exercise.						
<b>2.7.2</b>	Keel bone deformities must be assessed for each flock during the last month of their laying lives and records kept of the results.					•	•
	① [2.7.2 a]: See Appendix II for details of sample size and scoring system.						
	① [2.7.2 b]: Additional assessments throughout the life of the flock are recommended.						
<b>2.7.3</b>	If more than 25% of assessed birds have keel bone deformities as described in Appendix II, a written intervention plan, as detailed in Appendix VI to reduce keel bone deformities in subsequent flocks must be documented and implemented.					•	•
	① [2.7.3]: Actions to reduce keel bone deformities may include:						
	a. Amended layout of the house including consideration of placement of feeders and drinkers, movement of hens between different levels in housing – for example adding ramps between tiers, and so on.						
	b. Change in perch materials; for example using wood rather than metal, or covering perches with rubber material.						
	c. Change in perch height; lower overall height and adjustment of distance between perches.						
	d. Working with pullet rearers to ensure hens get greater exposure to perching and multi-level systems during rear.						


STANDARD		Step Level					
		1	2	3	4	5	5+
<b>2.8 Molting</b>							
<b>2.8.1</b>	Forced molting is prohibited. <b>① [2.8.1]:</b> <i>Forced molting is when feed and/or water provision is restricted.</i>	•	•	•	•	•	•
<b>2.8.2</b>	Hens may be encouraged to molt if all of the following criteria are met: a. The flock is at least 60 weeks old; b. Water is not withdrawn or restricted; c. Birds have at least 8 hours of light per day; d. Birds have continued access to an outdoor area/pasture as applicable to their Step-rating; AND e. Feed is always available to the birds <b>① [2.8.2]:</b> <i>Birds may be encouraged to molt through use of lower density/high fiber feeds and management of lighting.</i>	•	•	•	•	•	•
<b>2.8.3</b>	The flock must be allowed to go through at least two laying cycles before flock depopulation. <b>① [2.8.3]:</b> <i>See also Standard 2.8.4.</i>						•
<b>2.8.4</b>	At least 75% of the original flock must be permitted to go through at least two laying cycles and at least one molt in order to meet the requirement of Standard 2.8.3. <b>① [2.8.4]:</b> <i>Individual hens may be culled from the flock before they have gone through molt if they suffer from injury or ill-health.</i>						•
<b>2.9 Lameness and Foot health</b>							
<b>2.9.1</b>	Any incidence of lameness must be addressed and recorded.	•	•	•	•	•	•
<b>2.10 Mortality</b> <b>①</b> <i>Flock mortality numbers does not include predated hens, but does include culls.</i> <b>①</b> <i>Mortality due to predation is excluded from mortality targets in Standards 2.10.3 to 2.10.7.</i> <b>①</b> <i>Standards for acceptable levels of pullet mortality can be found in Global Animal Partnership's Animal Welfare Rating Pilot Standards for Pullets v1.0.</i> <b>①</b> <i>Placement on the laying farm, and the start of recording mortality figures for the layer rather than the pullet flock, is normally at 16 to 18 weeks of age.</i>							
<b>2.10.1</b>	Daily records of mortality with causes (if known) for each flock are required. <b>① [2.10.1]:</b> <i>Records must separately identify hens that die, culled or are predated.</i>	•	•	•	•	•	•
<b>2.10.2</b>	If flock mortality exceeds the percentages in the standards below for any one flock, a written intervention plan, as detailed in Appendix VI, is required to reduce levels in the existing and subsequent flocks.	•	•	•	•	•	•
<b>2.10.3</b>	Flock mortality from placement on the laying farm through the end of the first laying cycle must not exceed 6%.	•					
<b>2.10.4</b>	Flock mortality from placement on the laying farm through the end of the first laying cycle must not exceed 4%.		•	•			
<b>2.10.5</b>	Flock mortality from placement on the laying farm through the end of the first laying cycle must not exceed 3%.				•	•	
<b>2.10.6</b>	Flock mortality from placement on the laying farm through the end of the first laying cycle must not exceed 2%.						•

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>2.10 Mortality Continued</b>							
2.10.7	Flock mortality for any subsequent laying cycles must meet the relevant mortality for the operation's Step level described in Standards 2.10.5 to 2.10.8 above.	•	•	•	•	•	•
	① [2.10.7 a]: Only at Step 5+ is it a requirement for operations to keep birds for more than one laying cycle – see Standard 2.8.3 - but operations at other Step levels may choose to do this.						
	① [2.10.7 b]: For example an operation at Step 3 that chose to allow birds to lay for two laying cycles must meet a maximum 4% mortality in the first laying cycle and then a further maximum 4% mortality in the second laying cycle.						
<b>2.11 Culling</b>							
2.11.1 M	Any hens 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 (including suffering from injurious feather pecking/cannibalism)						
	① [2.11.1]: See Section 1.4 for euthanasia requirements.						
<b>2.12 Other Commercially Raised Animals on the Operation</b>							
2.12.1	All animals raised on the operation for which 5-Step® Animal Welfare Rating Standards exist must be raised and handled according to Step 1 standards or higher.					•	•
	① [2.12.1] Animals kept as pets, show animals or other non-commercial situations are excluded from this standard.						
<b>2.13 Domestic Animals on the Operation</b>							
	① Domestic animals include dogs, cats, horses, or any other animals on the operation, including both pets or working animals.						
2.13.1	Neglect or abuse of domestic animals is prohibited.	•	•	•	•	•	•
2.13.2	All domestic animals on the operation must be provided with:						
	a. food and water on a daily basis, as evidenced by healthy body condition score; 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; and e. veterinary attention if required.	•	•	•	•	•	•

### 3 FEED AND WATER


STANDARD		Step Level					
		1	2	3	4	5	5+
<b>3.1 Water Availability</b>							
3.1.1 	All hens must have continuous access to drinking water.	•	•	•	•	•	•
	① [3.1.1]: See related standard 8.3.1.						
3.1.2	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).						
<b>3.2 Feeding Requirements</b>							
3.2.1 	All hens must have <i>ad-libitum</i> access to feed during daylight hours.	•	•	•	•	•	•
	① [3.2.1]: See related standard 8.3.2.						
3.2.2	Feeders must be designed and distributed to allow hens to eat without restriction.	•	•	•	•	•	•
3.2.3	Hens fed whole grains and/or given outdoor access must be provided with insoluble grit.	•	•	•	•	•	•
3.2.4	Hens must be provided with sufficient calcium in the diet	•	•	•	•	•	•
<b>3.3 Feed Hygiene</b>							
3.3.1	Feed in storage bins and 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.	•	•	•	•	•	•
	① [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, including eggs, are prohibited.	•	•	•	•	•	•
	① [3.4.2 a]: By-products include animal waste and products derived from slaughter/harvest process including meat, bone, blood, fat and feather.						
	① [3.4.2 b]: This standard applies to eggs that are deliberately included in the ration, not eggs that hens may find and eat.						
3.4.3 	Fish and fish by-products in feed or water are prohibited.	•	•	•	•	•	•
	① [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) that are ingested by hens.						
3.4.4	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.	•	•	•	•	•	•

## 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>							
<b>4.1.1</b> 	All cage systems are prohibited.	•	•	•	•	•	•
	① <b>[4.1.1 a]:</b> 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 <b>[4.1.1 b]:</b> Enriched or furnished cages are prohibited under this standard.						
	① <b>[4.1.1 c]:</b> Systems designed such that otherwise cage free birds can be shut into cages/aviaries, even if only temporarily, are prohibited under this standard.						
<b>4.1.2</b>	Housing systems must be mobile and movable.					•	•
<b>4.2 Access to Housing</b>							
<b>4.2.1</b>	All hens must have continuous access to housing that provides protection from the elements and predation.	•	•	•	•	•	•
	① <b>[4.2.1]:</b> Structures, whether mobile or permanent, meet this standard.						
<b>4.3 Litter and Flooring</b>							
<b>4.3.1</b>	Solid floors must be covered with litter at all times.	•	•	•	•	•	•
	① <b>[4.3.1 a]:</b> This Standard applies whether the solid floor makes up all or part of the floor of the house.						
	① <b>[4.3.1 b]:</b> 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.						
<b>4.3.2</b>	Litter must be non-toxic.	•	•	•	•	•	•
<b>4.3.3</b>	Litter must be managed so that no more than 10% of the littered area is caked.	•	•	•	•	•	•
<b>4.3.4</b>	Litter must be of quality and quantity to: a. provide a comfortable environment b. allow for dust-bathing behavior.	•	•	•	•	•	•
<b>4.3.5</b>	Fresh litter must be added as required to maintain quality and quantity.	•	•	•	•	•	•
<b>4.3.6</b>	Slatted and/or wire floors in stationary houses must not exceed 60% of total floor space.	•	•	•	•		

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>4.3 Litter and Flooring</b>							
4.3.7	Where fully slatted/mesh flooring is used in mobile houses, litter must be provided when birds are excluded from pasture.			•	•	•	•
	<i>① [4.3.7 a]: Litter can be provided by covering slats/mesh with mats or sheets of board and putting litter on top of that, or by allowing birds access to a litter area outside the mobile house. For example moving the mobile house into a barn and providing a litter area on the floor of the barn.</i> <i>① [4.3.7 b]: See Standard 4.3.8 for size of the litter area</i>						
4.3.8	The litter area provided when birds are excluded from pasture as per Standard 4.3.7 must be at least 40% of the total area provided for birds.			•	•	•	•
<b>4.4 Bird Cleanliness</b>							
4.4.1	Birds must be able to keep themselves clean.	•	•	•	•	•	•
	<i>① [4.4.1]: At the time of audit, if issues such as poor litter quality or muddy conditions on pasture are seen, auditors will perform an assessment of soiled feathers. See Appendix III: Soiled Feather Assessment.</i>						
4.4.2	Bird cleanliness within the flock must be assessed at least monthly and records of the results must be kept.					•	•
	<i>① [4.4.2]: See Appendix III for details of sample size and scoring system.</i>						
<b>4.5 Air Quality</b>							
4.5.1	Air quality in housing or structures where birds are shut in for any part of the day must be assessed at least once each day, using calibrated meters or testing strips, or sensory evaluation, and records kept.	•	•	•	•	•	•
	<i>① [4.5.1 a]: See Appendix V: Sensory Evaluation of Air Quality for standardized protocol.</i> <i>① [4.5.1 b]: For systems where birds have access to the outdoors/pasture air quality must be assessed <u>before</u> popholes are opened.</i>						
4.5.2	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 V.	•	•	•	•	•	•
4.5.3	If air quality is found to exceed the levels in Standard 4.5.2 a written intervention plan to improve it, as detailed in Appendix VI, must be implemented that same day.	•	•	•	•	•	•
<b>4.6 Lighting</b>							
4.6.1	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.	•	•				
	<i>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.</i> <i>① [4.6.1 b]: The indoor light intensity must be bright enough to allow for inspection of all birds.</i> <i>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</i>						

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>4.6 Lighting Continued</b>							
4.6.2	Hens must be provided with natural light year round.			•	•	•	•
	① [4.5.2]: This standard does not preclude the use of artificial light in combination with natural light.						
4.6.3	Hens must be provided with a daily minimum of 6 hours of continuous darkness throughout their lives.	•	•				
	① [4.6.3]: This standard is not applicable when birds are raised under natural lighting conditions and dark periods are shorter than this.						
4.6.4	Hens must be provided with a daily minimum of 8 hours of continuous darkness throughout their lives.			•	•	•	•
	① [4.6.4]: This standard is not applicable when birds are raised under natural lighting conditions and dark periods are shorter than this.						
4.6.5	Hens must have a dawn when light levels progressively increase and a dusk when light levels progressively decrease. The times when light is being increased or decreased may not be included in the hours of darkness specified by Standards 4.5.3 and 4.5.4.	•	•	•	•	•	•
	① [4.6.5 a]: Dawn and dusk can be provided using natural lighting or by progressively dimming or brightening artificial lighting.						
	① [4.6.5 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.						
<b>4.7 Perches</b>							
4.7.1	Aerial perches must be provided in the housing structures at a minimum of 5 in (12.5 cm) of perch space per hen.	•	•	•	•	•	•
	① [4.7.1 a]: The following dimensions are a guide for installing aerial perches: vertical distance between perches: 18 in (45cm); horizontal distance between perches: 12 in (30cm); distance from walls or roofs to perches: 8 in (20cm).						
	① [4.7.1 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.						
	① [4.7.1 c]: Hens will utilize perches more effectively if the birds have been introduced to lower perching structures during pullet rearing.						
4.7.2	Perches must allow birds to balance in either a sitting or standing position with their feet (claws) wrapped around the perch.	•	•	•	•	•	•
	① [4.7.2 a]: Suitable perches include wooden, metal, plastic or rubber covered bars or poles or tree branches with a diameter of 1.2 to 2 inches (3 to 5cm).						
	① [4.7.2 b]: Perches should be rounded with a flat top.						
4.7.3	The distance from the floor or top of a raised platform to the first perch must not be less than 12 inches (30 cm).	•	•	•	•	•	•
4.7.4	Perches must be sited so as to minimize birds fouling feed, water and other birds perched below them	•	•	•	•	•	•
<b>4.8 Nest Boxes</b>							
4.8.1	There must be either one individual nest box for every six birds, or at least 1 sq. ft. of communal nesting space for every 10 birds.	•	•	•	•	•	•
4.8.2	Nest boxes must be managed hygienically to avoid the build up of fecal matter or parasites.	•	•	•	•	•	•
4.8.3	Nest boxes must provide a secluded, draught free place for hens to lay their eggs	•	•	•	•	•	•

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>4.8 Nest Boxes <i>Continued</i></b>							
4.8.4	Nest boxes must contain a suitable floor substrate that encourages pre-laying behavior.	•	•	•	•		
	<p>① [4.8.4 a]: Suitable substrates could include rubber matting, wood shavings, hay, straw or Astroturf.</p> <p>① [4.8.4 b]: If an operation wishes to use a nest box substrate that is not listed in note a. above written approval from Global Animal Partnership must be received prior to on-farm use in order to meet this Standard.</p>						
4.8.5	Nest boxes must contain material that the hen can manipulate to make a nest as part of her pre-laying behavior.					•	•
	<p>① [4.8.5 a]: Suitable substrates could include wood shavings, hay, straw or artificial grass.</p> <p>① [4.8.5 b]: Artificial grass must have a pile length of at least 1.5" (3.5cm) for it to meet the requirements of this standard.</p> <p>① [4.8.5 c]: If an operation wishes to use a nest box substrate that is not listed in note a. above written approval from Global Animal Partnership must be received prior to on-farm use in order to meet this Standard.</p>						
4.8.6	Nest box lighting is only permitted when training hens to use the nesting area.	•	•	•	•	•	•
<b>4.9 Stocking Density in Housing</b> <p>① Stocking density is calculated on the <b>useable area</b> of the house. This <b>excludes</b> nest boxes, areas with headroom of less than 18 inches (45cm) and areas of less than 12 inches (30 cm) wide. This <b>includes</b> litter areas and slatted areas – as long as these have a headroom of 18 inches (45cm) or more and are more than 12 inches (30cm) wide.</p> <p>① See Section 5.3 for Stocking Density in outdoor areas and on pasture.</p> <p>① Stocking density standards must be met if birds are ever shut into the house and/or if they need to be housed to protect their welfare – for example in adverse weather conditions or where there is a risk of predation.</p> <p>① Stocking density standards are not applied if birds have free access to pasture, their thermal comfort can be met and they aren't at risk of predation. Under these circumstances pasture area and the provisions on it (see Section 5 below), and perch and nest box space are more important to meet the hens' needs than floor area, as the hens will never be confined within the house.</p>							
4.9.1	Hens must have enough space to express natural behavior, including standing, turning around, stretching their wings and preening, without touching another bird.	•	•	•	•	•	•
4.9.2 	The maximum stocking density for the <b>useable area</b> of the house is 1.4 sq. ft. per bird (0.13 m <sup>2</sup> per bird).	•	•	•	•	•	•

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>4.10 Environmental Enrichments</b>							
<p>① <i>Enrichments are additions to the hens' environment that continually encourages the expression of natural behavior such as foraging.</i></p> <p>① <i>An enrichment must be something that hens can peck at, manipulate and destroy. Examples of suitable enrichments include, but are not limited to, bales of straw or hay, provision of forages or brassicas, and scattered grains. Essentials such as perches, dust-baths, and litter are not considered enrichments.</i></p> <p>① <i>Items that cannot be pecked, manipulated and destroyed quickly lose their novelty and/or go unused by the hens and are not suitable as enrichments. Examples of unsuitable items include, but are not limited to, pipes and PVC tubing.</i></p> <p>① <i>See Appendix IV for more details on suitable and unsuitable enrichments.</i></p> <p>① <i>For Step 3 and 4 hens, the standards in this Section apply if birds are removed from pasture for more than 24 hours. This includes any periods when birds are excluded from pasture during nest box training. See also Section 5.1.</i></p> <p>① <i>As hens raised in Step 5 and Step 5+ systems may only be housed at night and during extreme weather conditions, indoor enrichments are not applicable.</i></p>							
4.10.1	Indoor enrichments must be provided and maintained throughout the life of the hens.		•	•	•		
	① [4.10.1]: <i>By definition, enrichments must be things that hens can peck at, manipulate and destroy, so will need to be replaced.</i>						
4.10.2	The indoor environment must contain at least 1 type of enrichment that is used by the hens.		•				
4.10.3	The indoor environment must contain at least 2 different types of enrichments that are used by the hens.			•	•		
4.10.4	For every 1,000 hens or part group of 1000 hens, there must be a minimum of 1 item from Appendix IV Section A, 2 items from Appendix IV Section B, OR 3 items from Appendix IV Section C.		•				
4.10.5	For every 750 hens or part group of 750 hens, there must be a minimum of 1 minimum of 1 item from Appendix IV Section A, 2 items from Appendix IV Section B, OR 3 items from Appendix IV Section C.			•			
4.10.6	For every 500 hens or part group of 500 hens there must be a minimum of 1 minimum of 1 item from Appendix IV Section A, 2 items from Appendix IV Section B, OR 3 items from Appendix IV Section C.				•		
4.10.7	For houses that hold less than 1000 hens there must be a minimum of 2 enrichments. The equivalent of 1 enrichment is as follows: <ul style="list-style-type: none"> <li>• 1 item from Appendix IV Section A;</li> <li>• 2 items from Appendix IV Section B; or</li> <li>• 3 items from Appendix IV Section C.</li> </ul>		•				
4.10.8	For houses that hold less than 1000 hens there must be a minimum of 2 different types of enrichments.			•	•		
	① [4.10.8]: <i>This standard will not be met by providing two enrichments of the same type – e.g. hay bales and straw bales.</i>						
4.10.9	Indoor enrichments must be placed throughout the house.		•	•	•		

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>4.11 Electrified Wires in the House</b>							
<b>4.11.1</b>	Electrified wires can only be used during nest box training, to discourage hens from laying eggs on the floor.	•	•	•	•	•	•
<b>4.11.2</b>	Electrified wires can only be used around the perimeter of the house.	•	•	•	•	•	•
	① <b>[4.11.2]:</b> <i>Electrified wires can therefore never be placed on water lines, crossing the litter area or in any other part of the house.</i>						
<b>4.11.3</b>	After nest box training is complete or when hens reach 22 weeks of age – whichever is soonest – the wire must be completely removed from the house.	•	•	•	•	•	•
<b>4.12 Multi-tier Systems</b>							
① <i>A tier is a raised area that provides perches, food and/or water for birds as well as allowing access for other birds to use space underneath. Multi-tier systems are those that have at least two raised areas (one above the other).</i>							
① <i>Multi-tier systems are only found in stationary houses. Steps 5 and 5+ require the use of mobile houses (see Standard 4.1.2) the requirements of this section are not relevant to these Step-levels.</i>							
<b>4.12.1</b>	In a multi-tier system all birds must have free and easy access to all tiers at all times.	•	•	•	•		
<b>4.12.2</b>	In a multi-tier system all birds must have easy access to the range area.			•	•		
<b>4.12.3</b>	In a multi-tier system it must be possible to inspect all birds at all levels and access sick or injured birds that need to be removed.	•	•	•	•		
<b>4.12.4</b>	Hens must not have to travel more than 26 ft. (8m) in the multi-tier house to reach food and water.	•	•	•	•		
<b>4.12.5</b>	The maximum height of the top tier measured from the litter area on the floor to the underside of the manure belt of the top tier is 6 foot 7 inches (2.2m).		•	•	•		
<b>4.12.6</b>	There must not be more than three raised tiers directly above each other.		•	•	•		
<b>4.12.7</b>	The minimum distance between tiers is 20 inches (50cm) measured from the floor level of the lower tier to the underside of the manure belt of the tier above.	•	•	•	•		
<b>4.12.8</b>	The maximum distance between tiers is 40 inches (1m) measured from the floor level of the lower tier to the underside of the manure belt of the tier above.	•	•	•	•		
<b>4.12.9</b>	Where birds are expected to move diagonally across tiers at different heights, or from tiers to slats and vice versa, the angle of descent must be no more than 45°.	•	•	•	•		
	① <b>[4.11.8]:</b> <i>This standard applies whether birds are expected to fly between tiers and/or slats or if ramps are used.</i>						
<b>4.12.10</b>	Where it is not intended for birds to move horizontally between different tiers, or between slats and tiers, there must be a gap of at least 6ft. 8 in. (2m).	•	•	•	•		
<b>4.12.11</b>	In multi-tier houses hen must not have to travel more than 65 ft. (20m) to the nearest pophole to access the range.			•	•		

## 5 OUTDOOR CONDITIONS

① Pasture includes access to rangeland, grassland, planted pastures, managed pastures, wooded areas, harvested crop areas (for clean-up), and any other areas where vegetation is accessible at hen height.

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

① When an outdoor foraging area is provided when Step 4 birds are removed from pasture, it may or may not have growing vegetation but must allow foraging activity.

① Step 5 and 5+ hens are out on pasture year round and may only be removed from pasture in extreme weather conditions. Step 4 hens are out on pasture when conditions allow, but when removed from pasture must continue to have access to an outdoor area. Step 3 birds have seasonal pasture access and may be housed when weather conditions require that they are removed from pasture. Steps 1 and 2 hens are kept in indoor systems and standards in this section are therefore not applicable to them.

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>5.1 Access to the Pasture Area</b>							
① Operations are strongly encouraged to provide hens access to the pasture area from the youngest age possible and for at least their entire laying lives.							
① See also standards P2.12.1 and P2.12.2 in the GAP 5-Step Animal Welfare Rating Standards for Pullets, which detail the maximum age at transfer from the rearing site to the laying site							
① Environmental enrichment in the house is required when hens are removed from pasture for nest box training. See also Section 4.10.							
5.1.1	Birds must have access to pasture during daylight hours, and nest box training must be complete, by 22 weeks of age. If climatic conditions pose a welfare risk then hens can be removed or withheld from pasture.			•			
	① [5.1.1]: See also Standards 5.1.7 and 5.1.8 on nest box training. ① [5.1.1]: See Sections 5.2 and 5.3 for requirements for pasture areas.						
5.1.2	Birds must have access to pasture for at least 183 days in each calendar year.			•			
5.1.3	Birds must have access to pasture during daylight hours, and nest box training must be complete, by 22 weeks of age.				•		
	① [5.1.3]: See also Standards 5.1.7 and 5.1.8 on nest box training.						
5.1.4	If climatic conditions pose a welfare risk then hens can be removed or withheld from pasture but must be given access to an outdoor area during daylight hours.				•		
	① [5.1.4]: See Section Sections 5.2 and 5.3 requirements for pasture areas.						
5.1.5	Birds must have full pasture access by 18 weeks of age. They can be removed from pasture for nest box training as detailed in Standards 5.1.8 and 5.1.9 but must then be given access to pasture during daylight hours except during extreme weather conditions.					•	
	① [5.1.5]: Hens in 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, tornadoes, hurricanes, monsoons, blizzards, floods) that jeopardize their welfare.						



STANDARD		Step Level					
		1	2	3	4	5	5+
<b>5.1 Access to the Pasture Area <i>Continued</i></b>							
<b>5.1.6</b>	Birds must have full pasture access by 12 weeks of age. They can be removed from pasture for nest box training as detailed in Standards 5.1.8 and 5.1.9 but must then be given access to pasture during daylight hours except during extreme weather conditions. <b>① [5.1.6]:</b> <i>Hens in 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, tornadoes, hurricanes, monsoons, blizzards, floods) that jeopardize their welfare.</i>						•
<b>5.1.7</b>	Pullets must not be totally excluded from the pasture area for more than 14 days during nest box training.			•	•		
<b>5.1.8</b>	Following the 14-day total exclusion from the pasture area for nest box training pullets can be provided with restricted pasture access of at least 4 daylight hours per day for a further 14 days. After this time full pasture access during daylight hours must be provided. <b>① [5.1.8]:</b> <i>See Standard 5.1.1 (Step 3) and Standard 5.1.4 (Step 4) for conditions that would permit exclusion from pasture.</i>			•	•		
<b>5.1.9</b>	Pullets must not be totally excluded from the pasture area for more than 48 hours during nest box training.					•	•
<b>5.1.10</b>	Following the 48 hour total exclusion from the pasture area for nest box training pullets can be provided with restricted pasture access of at least 4 daylight hours per day for a further 7 days. After this time pasture access during daylight hours must be provided.					•	•
<b>5.1.11</b>	Hens must have at access to the outdoor area or pasture (as appropriate) for at least 9 hours when natural day length is in excess of 12 hours and at least 6 hours when natural day length is less than 12 hours. <b>① [5.1.11 a]:</b> <i>See Standard 5.1.12 for record keeping requirements</i> <b>① [5.1.11 b]:</b> <i>This standard does not apply to pasture access when climatic conditions (Steps 3 and 4) or extreme weather conditions (Steps 5 to 5+) pose a welfare risk to the hens. See also standards 5.1.1, 5.1.4, 5.1.5 and 5.1.6.</i> <b>① [5.1.11 c]:</b> <i>This standard does not apply during the nest box training periods described in Standards 5.1.7 and 5.1.8 (Steps 3 and 4) and Standards 5.1.9 and 5.1.10 (Steps 5 and 5+)</i>			•	•	•	•
<b>5.1.12</b>	The following records are required: a. date hens are first given access to the outdoor enclosure or pasture; b. daily times between which hens are given access to the outdoor enclosure or pasture; c. any day that access to the outdoor enclosure or pasture is denied; and d. reasons for any denial of access to the outdoor enclosure or pasture. <b>① [5.1.12]:</b> <i>Assuming the times remain the same, point b. above can be recorded on a weekly rather than daily basis.</i>			•	•	•	•
<b>5.1.13</b>	Openings from the house to the outdoor enclosure or to pasture must be at least 12 in. (30cm) high and 18 in. (45cm) wide to allow the passage or more than one bird at a time.			•	•	•	•

STANDARD		Step Level					
		1	2	3	4	5	5+
5.1 Access to the Pasture Area <i>Continued</i>							
5.1.14	When openings from the house to the outdoor area or pasture are only open on one side of the house the total width of openings must total at least 10 in. (25cm) for every 100 birds.			•	•	•	•
	① [5.1.14 a]: A house may have several smaller openings spaced along one wall (e.g., pop holes) or a single large opening (e.g., a door or wall segment) that can be added together to meet the minimum width of opening.						
	① [5.1.14 b]: GAP recommends that doors are open on more than one side of the house at any one time to allow for better bird movement onto the range. See also Standard 5.1.15 for the width of openings when this is the case.						
5.1.15	When openings from the house to the outdoor area or pasture are always open on at least two sides of the house the total width of openings must total at least 7.2 in. (18 cm) for every 100 birds.			•	•	•	•
	① [5.1.15]: A house may have several smaller openings spaced along one or more walls (e.g., pop holes) or a large opening (e.g., a door or wall segment) that can be added together to meet the minimum width of opening.						
5.2 Vegetation and Forage in the Outdoor Area or Pasture							
① This section and section 5.3 are linked. Section 5.3 gives the minimum space per hen that must be provided at any one time. However the most important outcome for the hens is that they have access to vegetation for foraging behavior. This section sets the requirements for vegetative cover.							
① Litter cannot be used to meet the requirements for forage in the pasture area.							
5.2.1	At least 50% of the pasture area must be covered with vegetation and/or forage that is accessible at hen height throughout the life of the flock.			•	•		
5.2.2	No more than half of the vegetation required by Standard 5.2.1 (25% of the total pasture area) can be cut or harvested vegetation and/or forages such as alfalfa hay.			•			
	① [5.2.2]: This standard only applies to Step 3 operations. The requirements of 5.2.1 for Step 4 cannot be met by placing cut or harvested vegetation and/or forages in the pasture area.						
5.2.3	At least 75% of each occupied outdoor area must be covered with vegetation and/or forage.					•	•
	① [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.						
5.2.4	When birds are removed from pasture during winter months, the outdoor area must include materials that encourage foraging behavior.				•		
	① [5.2.4]: Materials that encourage foraging behavior include, but are not limited to, whole grains, hay and straw.						

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>5.3 Space Requirements on Pasture and Foraging Areas</b>							
<p>① <i>Standard 5.3.1 and section 5.2 are linked. Section 5.2 gives the minimum coverage of vegetation and forage that must be met throughout the life of the flock to ensure that birds can always perform foraging behavior. This may be a greater area than the minimum set by Standard 5.3.1. See also note 5.3.1 b.</i></p>							
5.3.1	There must be a minimum of 5 sq. ft. per bird pasture area at any one time.			•	•	•	•
	<p>① [5.3.1 a]: For Steps 3 and 4 this standard only applies when it is suitable for birds to have access to pasture. For Step 4 birds in climatic conditions that would pose a risk to bird welfare, when birds are removed from pasture Standard 5.3.2 applies.</p> <p>① [5.3.1 b]: 5 sq. ft. per bird is the minimum area that must be provided at any one time. Operations must provide sufficient space such that the conditions in section 5.2 can be met throughout the life of the flock. The actual area per bird that is required to meet the requirements of Section 5.2 throughout the life of the flock will depend on the region and/or climate where the hens are kept</p>						
5.3.2	When removed from pasture during winter months, the foraging area must provide at least 1.4 sq. ft. per bird (0.13 sq. m per bird).				•		
<b>5.4 Foraging Areas</b>							
<p>① <i>When conditions require that they be removed from pasture Step 4 hens must still have access to a foraging area. This section details the requirements for that area.</i></p> <p>① <i>The foraging area may take the form of a porch or veranda attached to the main house that provides an enclosure or “winter garden” where birds can scratch and forage. The porch or veranda can be roofed and may be partly enclosed around the sides to provide a semi-outdoor area that can be used when birds are excluded from pasture.</i></p> <p>① <i>An alternative option for a foraging area when hens are raised in mobile houses is to move the mobile house into a larger building or barn and allow the hens free access into an area within the barn as long as this area allows for foraging behavior and meets the requirements of the standards in the section.</i></p> <p>① <i>If the foraging area is outdoors the provisions to encourage hens to use the area described in Section 5.5 must be met. If the foraging area is roofed the enrichments described in this Section must be provided in addition to the enrichments required inside the house described in Section 4.10.</i></p>							
5.4.1	If a roofed foraging area is used it must allow fresh air and natural light to enter.				•		
	① [5.4.1]: If a roofed foraging area is used it must not simply be an extension to the house but must provide an attractive foraging area.						
5.4.2	The floor surface of the foraging area must allow hens to dust bathe, scratch and forage.				•		
	① [5.4.2]: Suitable substrates for the floor of the outdoor area could include sawdust, wood shavings, straw or earth, as long as it is not allowed to get water logged or muddy.						
5.4.3	If the foraging area is roofed it must contain at least one type of enrichments that is used by the hens.				•		
	① [5.4.2]: If the foraging area is outdoors the provisions to encourage hens to use the area described in Section 5.5 must be met						
5.4.4	For every 1,000 hens or part group of 1000 hens, there must be a minimum of 1 item from Appendix IV Section A, 2 items from Appendix IV Section B, OR 3 items from Appendix IV Section C in the foraging area.				•		

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>5.4 Foraging Areas <i>Continued</i></b>							
<b>5.4.5</b>	For flocks of less than 1000 hens there must be a minimum of 2 enrichments. The equivalent of 1 enrichment is as follows: <ul style="list-style-type: none"> <li>1 item from Appendix IV Section A;</li> <li>2 items from Appendix IV Section B; or</li> <li>3 items from Appendix IV Section C.</li> </ul>				•		
<b>5.5 Provisions to Encourage Hens to Use Pasture and Outdoor Foraging Areas</b>							
<i>① If birds feel safe they are more likely to go outside and use the pasture or outdoor area. Provisions to encourage birds to use pasture can be man-made or artificial and could include tall grasses or other plants, bushes, shrubs, shade cloth, trailers or A-frame structures.</i> <i>① The house, whether stationary or mobile, and any structures attached to the house do not qualify as meeting the requirement of this standard.</i> <i>① Provisions to encourage birds to use pasture should be visible to the birds from the popholes or other openings from the house.</i> <i>① The use of outdoor foraging areas is specific to Step 4 birds when they are excluded from pasture at times of poor climatic conditions.</i> <i>① Provisions must be in place for the life of the flock. If vegetation is counted as a provision and is destroyed by the birds partway through the life of the flock alternative provisions e.g. shade cloth or A-frame structures must be provided.</i>							
<b>5.5.1</b>	There must be at least one type of provision to encourage birds to use pasture or outdoor foraging areas within 15 ft. (4.5m) of the house to encourage birds to leave the house and use the outdoor enclosure or pasture area.			•	•		
<b>5.5.2</b>	There must be at least two different types of provision to encourage birds to use pasture within 15 ft. (4.5m) of the house to encourage the birds to leave the house and use the pasture area.					•	•
<b>5.5.3</b>	Provisions that encourage the birds to use pasture or outdoor foraging areas must be provided at a level of at least 8 sq. ft. (0.75 sq. m.) for every 100 birds throughout the life of the flock. <p><i>① [5.5.3 a]: Provisions that encourage birds to use pasture or outdoor areas may be natural in the form of trees, shrubs or other tall vegetation or could be manmade and include shade cloths on frames, low solid roofed structures with open sides or trailers parked in the outdoor area.</i></p> <p><i>① [5.5.3 b]: Vegetation may be described as “tall” if it is higher than a standing hen.</i></p> <p><i>① [5.5.3 c]: If some of these provisions are within 15 ft. (4.5m) of the house they can be used to meet or partly meet the requirement of Standards 5.5.1 or 5.5.2</i></p>			•	•	•	•

## 6 RODENT, WILD BIRD, AND PREDATOR CONTROL

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>6.1 Rodent Control Program</b>							
① <i>The Standards in this Section are applicable to any rodent control efforts, whether contracted or not.</i>							
6.1.1	Good sanitation must be the first level of rodent control.	•	•	•	•	•	•
	① [6.1.1]: <i>Good sanitation includes exclusion of rodents from buildings, bays, or bins where hens 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>						
6.1.2	If good sanitation is ineffective an integrated rodent control program must be implemented. This program must include: <ul style="list-style-type: none"> <li>a. methods of control that only target rodents;</li> <li>b. an assessment of different methods of lethal control;</li> <li>c. if traps are used they must be species specific, appropriately located and must be designed to cause rapid death;</li> <li>d. licensed rodenticides are only used in areas where traps will be ineffective (traps are most effective in enclosed spaces and rodent runs).</li> </ul>	•	•	•	•	•	•
	① [6.1.2]: <i>Glue boards, drowning, and drowning traps do not meet the above requirements.</i>						
6.1.3	Multiple catch traps used for monitoring rodent populations must be baited with rodenticide.	•	•	•	•	•	•
<b>6.2 Wild Bird control</b>							
6.2.1	Wild birds must be excluded from housing.	•	•				
<b>6.3 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>							
6.3.1	When predators are considered to be a problem, each operation must have a predator control program in place.	•	•	•	•	•	•
6.3.2	Non-lethal exclusion of predators from housing and occupied outdoor areas must be the first level of control.	•	•	•	•	•	•
6.3.3 	If non-lethal methods are ineffective and hens are at risk, shooting is the only method of lethal control allowed and is only allowed if the shooter is skilled and the shot kills immediately.	•	•	•	•	•	•
6.3.4 	Poisons, drowning, all snares, leg hold traps and all traps other than live traps are prohibited.	•	•	•	•	•	•
6.3.5	Any live traps must be checked at least once daily and captures must be acted upon within 24 hours.	•	•	•	•	•	
	① [6.3.5]: <i>Live traps, also known as humane traps, do not contain poison or in any other way result in lethal control.</i>						
6.3.6	Any live traps must be checked at least twice daily and captures must be acted upon within 24 hours.						•
	① [6.3.6]: <i>Live traps, also known as humane traps, do not contain poison or in any other way result in lethal control.</i>						

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>6.4 Guardian Animals</b>							
<b>6.4.1</b>	Guardian animals must be well suited to guardian duty.	•	•	•	•	•	•
	<p>① <b>[6.3.1]:</b> <i>This includes dogs, llamas, donkeys and any other animals that may be used for guardian duties. The animal must be:</i></p> <ul style="list-style-type: none"> <li>a. <i>well trained;</i></li> <li>b. <i>capable of deterring predators in the area;</i></li> <li>c. <i>does not harm the animals it is guarding; AND is</i></li> <li>d. <i>suitable for the environmental conditions of the farm.</i></li> </ul>						

## 7 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 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		Step Level					
		1	2	3	4	5	5+
<b>7.1 Written Farm/Animal Health/System Plan</b>							
<b>7.1.1</b>	<p>Each operation must have a written plan describing:</p> <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 hen 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, feather pecking prevention and actions to be taken if feather pecking occurs);</li> <li>iii. routine husbandry procedures;</li> <li>iv. care of sick and/or injured hens, including on-farm euthanasia policies;</li> <li>v. management of outdoor areas, if applicable to production system;</li> <li>vi. brooding;</li> <li>vii. rodent, wild bird, and predator control practices;</li> </ul> </li> <li>d. environmental management (i.e. to reflect how various environmental challenges are handled such as large fluctuations in temperature, excessive humidity, etc.).</li> </ul>	•	•	•	•	•	•
<p>① [7.1.1]: 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 5-Step® certification.</p>							



STANDARDS		Step Level					
		1	2	3	4	5	5+
<b>7.2 Biosecurity Procedures and Protocols</b>							
<b>7.2.1</b>	Each operation must have a documented and implemented biosecurity program that covers: <ul style="list-style-type: none"> <li>a. procedures for bringing any birds onto the site, including new birds and any returning birds (e.g. show birds);</li> <li>b. procedures and policies for employees;</li> <li>c. procedures and policies for visitors to the operations (e.g. provision of foot baths, booties, protective clothing; minimizing visitors; and 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>7.3 Back-up/Alternative Power Supply</b>							
<b>7.3.1</b>	If power is essential to the operation of heating, cooling, ventilation, watering, and/or feeding systems, each operation must have: <ul style="list-style-type: none"> <li>a. an alternative power supply and/or fail safe device in working condition; AND</li> <li>b. a method of notification in the event of power failure alarm.</li> </ul>	•	•	•	•	•	•
<b>7.4 Training</b>							
<b>7.4.1</b>	Each operation must provide training to all care-givers and/or managers that: <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 hen 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 hens on the operation;</li> <li>g. covers all requirements of this version of the 5-Step® Animal Welfare Rating Pilot Standards for Laying Hens;</li> <li>h. is on-going as necessary and, at a minimum, when any changes affecting the care and management of hens are implemented.</li> </ul>	•	•	•	•	•	•
<b>7.4.2</b>	Each operation must keep a record of employee training, including dates of training and topics covered.	•	•	•	•	•	•
	<b>① [7.4.2 a]:</b> Training includes initial, re-training and on-going training. <b>② [7.4.2 b]:</b> This record-keeping standard applies to employees but does not include immediate family members.						

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>7.5 General Records Requirements</b>							
<b>7.5.1</b> ⓘ	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. ⓘ [7.5.1]: Records can be collected and stored by producer groups, but must be available at the time of audit.	•	•	•	•	•	•
<b>7.5.2</b>	Records must be presented in an organized manner.	•	•	•	•	•	•
<b>7.5.3</b>	All records, reports, Step certificates, and other materials and correspondence relating to Step certification must be kept for at least one certification cycle.	•	•	•	•	•	•
<b>7.6 Traceability and Chain of Custody</b>							
<b>7.6.1</b>	Each operation must have individual flock records that can trace the flock from the hatchery or pullet rearer to placement on the layer farm. ⓘ [7.6.1 a]: See 6(e) in the Program Requirements for segregation protocol requirements. ⓘ [7.6.1 b]: For operations supplying producer groups, it is acceptable for the producer group to record and maintain this information for individual operations.	•	•	•	•	•	•
<b>7.6.2</b>	Each operation must have individual flock records that can trace the flock from placement on the layer farm to sale as live birds or slaughter at end of lay.	•	•	•	•	•	•
<b>7.6.3</b> ⓘ	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 eggs transported off the operation. The record must include: a. the number of eggs transported; b. date of transport; c. step-rating; d. certificate number; e. certificate expiry date; f. any deviations granted including the standard number and length of approval.	•	•	•	•	•	•
<b>7.6.4</b>	A copy of the chain of custody record from each shipment of eggs must be kept (for every certified operation) for review by the auditor at re-inspection.	•	•	•	•	•	•
<b>7.6.5</b>	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. ⓘ [7.6.5]: Records are required only if outbreak(s) occur.	•	•	•	•	•	•

## 8 TRANSPORT AND DEPOPULATION REQUIREMENTS

① This section includes transport of chicks and pullets to the operation as well as catching and handling hens at end-of lay, transport off the operation and slaughter if this is under the control of the operation.

① Transportation companies that are currently Poultry Handling and Transport Quality Assurance Certified are automatically in compliance with Standards 8.4.1 - 8.5.1.

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>8.1 Transport of Pullets or Pullet Chicks</b>							
① The standards in this Section apply to any transport of pullets or pullet chicks onto or within the operation							
① Hens in Step 5+ systems cannot be transported off the operation, and Step 5+ operations cannot bring in older pullets. However, since day-old pullet chicks may be brought onto a Step 5+ operation this Section is applicable to Step 5+.							
① See also Section 2.3							
8.1.1	A record of the total number of pullets received from the pullet rearer or chicks received from the hatchery for each flock is required.	•	•	•	•	•	•
8.1.2	A record of the total number of dead-on-arrivals (DOAs) for each flock is required.	•	•	•	•	•	•
8.1.3	Mortality during transport must not exceed 0.5% per shipment.	•	•	•	•	•	•
8.1.4	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.	•	•	•	•	•	•
<b>8.2 Condition of Hens at Transport</b>							
8.2.1 	Transporting unhealthy, non-ambulatory, or injured hens is prohibited.	•	•	•	•	•	•
8.2.2	All unhealthy, non-ambulatory, injured, or small hens (runts) who are not loaded for sale or processing must be euthanized the same day that hens from the same flock are transported or slaughtered on-site.	•	•	•	•	•	•
① [8.2.2]: See Section 1.4 for euthanasia requirements.							
<b>8.3 Water and Feed Withdrawal</b>							
8.3.1	All hens 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.						
8.3.2	Feed must not be withheld for more than 12 hours prior to estimated arrival at destination.	•	•	•	•	•	•
<b>8.4 Catching and Loading</b>							
8.4.1	Lights must be dimmed throughout the catching and loading process.	•	•	•	•	•	•
8.4.2	Hens must be caught calmly to minimize stress and risk of injury.	•	•	•	•	•	•
8.4.3 	Kicking, throwing, striking, punching, hitting, or otherwise causing injury to hens is prohibited.	•	•	•	•	•	•

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>8.4 Catching and Loading <i>Continued</i></b>							
8.4.4	Hens must never be lifted or carried by the head, neck, one or both wings, or tail. <i>① [8.4.4]: GAP discourages the carrying of hens by a single leg and urges industry to move away from this practice.</i>	•	•	•	•	•	•
8.4.5	Catchers are prohibited from carrying more than 4 hens per hand.	•	•	•	•		
8.4.6	Catchers are prohibited from: 1. carrying more than 2 hens per hand 2. carrying hens by a single leg.					•	
8.4.7	Each hen must be caught by the body with both hands and carried upright.						•
8.4.8	Mechanical loaders and conveyor belts are permitted for catching and loading hens into containers only if they are: a. well-maintained b. well-managed c. do not cause harm to the hens.	•	•	•	•	•	•
8.4.9	Hens must be loaded into transport containers without causing injury.	•	•	•	•	•	•
<b>8.5 Transport Containers</b>							
8.5.1	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 hens.	•	•	•	•	•	•
8.5.2 <i>M</i>	Wire floors are prohibited.	•	•	•	•	•	•
8.5.3	All hens must be able to sit on the floor of the container at the same time.	•	•	•	•	•	•
8.5.4	Containers must be of adequate height to allow the hens to move their heads freely while sitting.	•	•	•	•	•	•
<b>8.6 Equipment and Vehicles</b>							
8.6.1	Equipment (e.g., a trailer) and vehicles must be managed to provide for the thermal comfort of hens at all times.	•	•	•	•	•	•
8.6.2	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 hens from inclement weather.	•	•	•	•	•	•
<b>8.7 Transport Personnel Responsibilities and Procedures</b>							
8.7.1 <i>M</i>	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.	•	•	•	•	•	•
8.7.2	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.	•	•	•	•	•	•
8.7.3	If the vehicle is scheduled to pick up hens from more than one operation and/or source, a separate bill of lading/delivery note for each operation is required. <i>① [8.7.3]: See Section 8.9 for records requirements.</i>	•	•	•	•	•	•

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>8.7 Transport Personnel Responsibilities and Procedures <i>Continued</i></b>							
<b>8.7.4</b>	If the vehicle is transporting hens from more than one operation and/or source, each different group of hens must be segregated in identifiable containers.	•	•	•	•	•	•
<b>8.7.5</b>	Transport or movement of hens with other species on the same vehicle and in the same compartment is prohibited.	•	•	•	•	•	•
<b>8.8 Transport Duration</b>							
<p>① <i>Duration of any transport is calculated for each vehicle or trailer and begins when the first hen 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 the review of transport duration records, 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 records requirements.</i></p> <p>① <i>At this time there is no maximum transport duration for hens at Steps 1 to 4, as it appears there are very limited numbers of outlets for end-of-lay hens and the operation is unlikely to have a choice as to where they send hens whether this is for onward sale as live birds or for slaughter. During this Pilot Phase, GAP will undertake research on possible outlets for end-of-lay hens and will determine whether additional standards specific to this practice are needed to ensure hen welfare is maintained.</i></p>							
<b>8.8.1</b>	Transport duration must not exceed 8 hours.					•	
<b>8.8.2</b>	Transport duration must not exceed 2 hours						•
① <b>[8.8.2]:</b> <i>Hens raised in Step 5+ systems can only be moved to on-site, mobile or local slaughter.</i>							
<b>8.9 Transport Records</b>							
<b>8.9.1</b>	The following records are required for each vehicle transporting hens: <ul style="list-style-type: none"> <li>a. date of transport;</li> <li>b. starting and ending times for loading hens into transport containers;</li> <li>c. transport vehicle departure and arrival times;</li> <li>d. reasons for any stops or delays en route; and</li> <li>e. number of hens transported from the operation.</li> </ul>	•	•	•	•	•	
<b>8.9.2</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 hens from more than one operation.	•	•	•	•	•	
<b>8.9.3</b>	The following records are required for all hens slaughtered on site: <ul style="list-style-type: none"> <li>a. date of transport;</li> <li>b. starting and ending times for loading hens into transport containers;</li> <li>c. transport vehicle departure and arrival time at the place where hens will be slaughtered; and</li> <li>d. number of hens moved and slaughtered on-site.</li> </ul>						•

STANDARD		Step Level					
		1	2	3	4	5	5+
<b>8.10 General Slaughter Requirements</b>							
① The slaughter of end of lay hens may take place on-farm or in a slaughter facility. The auditor does not need to review the slaughter of hens for this section to be in compliance, but the operation must be able to describe the method of slaughter that is used if birds are slaughtered while under the ownership of the operation.							
① During this Pilot Phase, GAP will undertake research on how and where the slaughter of end-of-lay hens takes place and will determine whether additional requirements for review of slaughter procedures are needed to ensure hen welfare is maintained.							
① If the operation sells birds live, this section is not applicable.							
① Note that some techniques that are acceptable for emergency euthanasia are not acceptable for planned slaughter. When there is time to plan slaughter only those methods that provide the best welfare may be used.							
<b>8.10.1</b>	All birds must be stunned and rendered insensible prior to slaughter.	•	•	•	•	•	•
<b>8.10.2</b>	Methods of slaughter are listed below, where YES indicates an acceptable method and NO indicates an unacceptable method:						
	<b>METHOD</b>	<b>Acceptable Yes/No</b>					
	Gas stunning and killing systems <sup>1</sup> using (1) multi-phase <sup>2</sup> carbon dioxide, (2) argon, (3) nitrogen, or (4) a mixture of these gases	YES					
	Electrical stun knife <sup>1</sup> (only permitted if bird is stunned prior to cutting the neck)	YES					
	Head only electric stunner <sup>1</sup>	YES					
	Waterbath stunner <sup>1</sup>	YES					
	Low Atmospheric Pressure Stunning <sup>1</sup> (LAPS)	YES					
	Penetrating captive bolt pistol <sup>1</sup>	YES					
	Non-penetrating captive bolt pistol <sup>1</sup>	•	•	•	•	•	•
	Gunshot to the head	NO					
	Manual cervical dislocation (i.e. use of hands only to dislocate the neck as near to the head or skull as possible)	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					
	Suffocation by turning off ventilation in the house.	NO					
	Gas stunning and killing systems using carbon monoxide.	NO					
	Suffocation using foam.	NO <sup>3</sup>					
	Decapitation or bleeding/slitting the throat without pre-stunning.	NO					

STANDARD		Step level					
		1	2	3	4	5	5+
8.10 General Slaughter Requirements <i>Continued</i>							
8.10.2	<sup>1</sup> Only permitted if used to the manufacturer's specifications.						
	<sup>2</sup> Multi-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.						
	<sup>3</sup> Only permitted in emergency situations – i.e. in cases of disease outbreak.						
① [8.10.2 a]: <i>If an operation or the slaughter facility they use would like to use a method of slaughter not listed above, written approval from Global Animal Partnership must be received prior to use in order to meet this Standard.</i>							
8.10.3	Birds must be processed on-farm using an on-farm slaughter facility or a mobile slaughter unit.						•
8.11 Sale of Live birds							
8.11.1	Live birds must not be marketed or otherwise represented as being Step-rated or GAP Certified.		•	•	•	•	•
8.11.2	Live birds cannot be sold from the farm.						•
8.12 Bird Health and Welfare at Slaughter – <i>Recommended</i>							
① <i>End of lay hens often arrive at the slaughter facility with greater levels of bone breaks or other injuries that would be found with meat birds. These injuries may occur during the laying period or as part of the handling associated with catching and transport. During this Pilot Phase, GAP will undertake research on the welfare of end of lay hens at catching, transport and slaughter and will determine whether additional standards specific to depopulation are needed to ensure hen welfare is maintained. At this time therefore, the standards below are only guidance as to the kind of information that may be required by GAP in future. GAP encourages operations to talk to their slaughter facilities and gather this information but it is not currently required.</i>							
R	Birds that are dead-on-arrival (DOA) must not exceed 0.5%.						
R	Birds that are found to have a broken wing or leg on arrival at the slaughter facility are not shackled but are euthanized immediately						

## Appendix I: Feather Loss Assessment

Standard 2.6.3 requires that Step 5 and 5+ farms carry out monthly feather loss assessments. The guidance below shows how this must be carried out.

### Guidance on sampling:

Welfare outcome assessments are to be carried out for a single flock, using the oldest flock on site. If there are multiple houses/flocks at same age, a house is chosen at random. Where individual birds are assessed, samples must be taken from a range of the functional locations in a unit; these can include: litter area, slatted area, raised perches, lower tier, upper tier, outdoor areas or pastures. Ensure samples are taken from a range of geographical locations within the house/outdoor or pasture area, for example a sample outdoors close to the pop holes and a sample in the middle of the outdoor/pasture. Birds should be sampled to provide a reasonable representation of the proportion of birds in different locations at the time of the visit. For example, if 20% of the birds are outside then two different samples, each assessing 5 birds, should be from the outdoor/pasture area (up to a maximum of 5 out of 10 samples on the range). Ensure the birds chosen are a random sample in that location, e.g. sample every fifth bird, and avoid being drawn to certain birds.

<b>Sample Size</b>	50 birds
<b>Method of Assessment</b>	Assess and score 5 birds in each of 10 different areas of the house and/or range. Visually assess the head/neck area and back/vent area of the bird (without handling birds).  Score separately for head/neck area and back/vent area
<b>Scoring</b>	<p>0 = <b>No/Minimal feather loss</b> No bare skin visible, no or only slight wear, only single feathers missing.</p> <p>1 = <b>Slight feather loss</b> Moderate wear, damaged feathers or two or more adjacent feather missing through to bare skin visible, but &lt;5cm maximum dimension.</p> <p>2= <b>Moderate/severe feather loss</b> Bare skin visible ≥5cm dimension.</p>

The results of the assessment can be benchmarked using the AssureWel tool here:

<http://www.assurewel.org/layinghens/howisyourfeatherlossmeasuringup/featherlossbenchmarkingtool>

Source: AssureWel <http://www.assurewel.org/layinghens/featherloss>

## Appendix II: Keel Bone Fracture Assessment

Standard 2.7.1 requires that birds are managed to avoid bone fractures and standard 2.7.2 requires that Step 5 and 5+ operations carry out assessments of their flocks in their last month of life to check for keel bone deformities. The guidance below details how this can be achieved.

Ten per cent of the flock to a maximum of 100 birds are randomly selected from each flock and the keel bones are examined by palpation. Palpation is performed by running two fingers down the edge of the keel bone (one each side of the bone) in order to detect alterations like S-shaped deviations, bumps or depressions.

The following scoring system is used: 0 and 1 =normal keel bone, 2 = slight deformation, 3 =moderate deformation, 4 =severe deformation with the pictures below showing what the keel bone would look like if the bird was dissected post mortem. **THIS ASSESSMENT DOES NOT REQUIRE BIRDS TO BE SLAUGHTERED/EUTHANIZED AND THE KEEL BONE DISSECTED.**

Birds scoring 2, 3 and 4 all count as having keel bone deformities.



## Appendix III: Soiled Feather Assessment

Standard 4.3.2 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, 5-Step® auditors will perform this Soiled Feather Assessment as an additional indicator of litter conditions by observing a minimum of 50 birds in the flock. Producers 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 and/or poor design of the perching/nesting area. It is a potential source for spreading disease and of relevance for general hygiene and bird wellbeing.

<b>Sample Size</b>	50 birds
<b>Method of Assessment</b>	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.
<b>Scoring</b>	<p>0 = <b>Clean</b> The bird is clean.</p> <p>1 = <b>Moderate dirtiness</b> There is soiling on at least one part of the bird but it is &lt; 2 inches (5cm) maximum dimension.</p> <p>2 = <b>Substantial dirtiness</b> There is soiling on one or more parts of the bird and the area is ≥ 2 inches (5cm) maximum dimension.</p>

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

## Appendix IV: A Guide to Laying Hen Enrichments

Section 4.10 requires hens managed according to Step 2, 3 and 4 standards be provided with indoor environmental enrichments. The following document details the importance of these provisions, as well as outlining acceptable and unacceptable enrichments.

Hens, 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 are an addition to the hens' environment that encourages the expression of natural behavior such as ground scratching, pecking, and foraging. As well, enrichments 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 hens are kept safe and not put at risk of injury or stress; and enrichments must maintain their novelty over time or hens will stop using them.

An enrichment must be something that hens can peck at, manipulate and destroy. Examples of suitable enrichments include, but are not limited to, bales of straw or hay, provision of forages or brassicas, and scattered grains. Items that cannot be pecked, manipulated and destroyed quickly lose their novelty and/or go unused by the hens and are not suitable as enrichments. Examples of unsuitable items include, but are not limited to, pipes and PVC tubing.

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 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 hens 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 hens.

## ACCEPTABLE ENRICHMENTS FOR HENS – SECTION A

A single item from enrichments listed in this section count as one enrichment i.e. one hay bale is equivalent to one enrichment (See also Section 4.10).

### Bales



Bales of hay or straw promote physical activity, encourage pecking and foraging behavior, provide a roosting area, stimulate the birds' curiosity, and more. Hens 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.

Hay bales can be placed whole on the litter and left to be pulled apart by the hens. By making the bales more compact, either by keeping the wrapping or the twine around the bale it will last longer. Similarly, bags of shavings or other litter material can also be left to be spread out by the hens.

## ACCEPTABLE ENRICHMENTS FOR HENS – Section B

At least two items from the enrichments listed in this section must be used to count as one enrichment (See also Section 4.10)

This could be two of the same type of enrichment (i.e. two pecking blocks is equivalent to one enrichment) or two different types of enrichment (i.e. one pecking block and one non-edible destructible hanger is equivalent to one enrichment)

### Non-edible destructible hangers



The top picture shows a net containing old egg boxes. While this material is not, strictly speaking, edible, it is something that the hen can peck at, manipulate and destroy and so is acceptable as an enrichment.

**Photo:** in this photo the net needs to be hung at hen head height and the contents need to be replaced frequently. Photo <http://www.featherwel.org/feedenrichments/peckingobjects>

## ACCEPTABLE ENRICHMENTS FOR HENS – Section B Continued

At least two items from the enrichments listed in this section must be used to count as one enrichment (See also Section 4.10)

This could be two of the same type of enrichment (i.e. two pecking blocks is equivalent to one enrichment) or two different types of enrichment (i.e. one pecking block and one non-edible destructible hanger is equivalent to one enrichment)

Pecking blocks



Hens 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” or pecking blocks—the birds can actively engage in seeking out food in a more natural way.

**Note:** 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.

### ACCEPTABLE ENRICHMENTS FOR HENS – Section B Continued

At least two items from the enrichments listed in this section must be used to count as one enrichment (See also Section 4.10)

This could be two of the same type of enrichment (i.e. two pecking blocks is equivalent to one enrichment) or two different types of enrichment (i.e. one pecking block and one non-edible destructible hanger is equivalent to one enrichment)

<p><b>Pecking enhancements</b></p>		<p>Hanging small bales provides pecking opportunities for the birds. In addition, hanging strings, and paper twists can encourage exploratory behavior in hens 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 hen head height and needs to be replaced frequently. Photo <a href="http://www.featherwel.org/feedenrichments/peckingobjects">http://www.featherwel.org/feedenrichments/peckingobjects</a></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 hens' 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>

### ACCEPTABLE ENRICHMENTS FOR HENS – Section C

At least three items from the enrichments listed in this section must be used to count as one enrichment (See also Section 4.10)

This could be three of the same type of enrichment (i.e. three bundles of string are equivalent to one enrichment) or different types of enrichment (i.e. one bundle of string and two suspended heads of cabbage is equivalent to one enrichment)

#### Edible hangers



Given hens' 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.

*Source: <http://hencam.com/henblog/2013/06/chickens-get-bored/>*

#### Strings






String is one of the simplest pecking objects used on farms. String or rope made of natural fibers is safer and preferable over baling twine or similar materials. The individual strands of string must be presented in a bundle that is at least 1 inch in diameter when it is first given to the hens.

*Photo <http://www.featherwel.org/feedenrichments/peckingobjects>*

## UNACCEPTABLE ENRICHMENTS FOR HENS

<b>Plastic and other non-destructible, non-edible hangers</b>		<p>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, hens quickly become indifferent to these types of hanging objects and materials that cannot be consumed.</p>
<b>Ropes</b>		<p>While birds can peck at and manipulate a single piece of rope, they will find it difficult to destroy it and as with plastic objects (above) they will quickly become indifferent to it.</p> <p>Bundles of string are accepted (see Acceptable Enrichments Section C) provide more interest for multiple hens at any one time and the thinner pieces of string can be destroyed.</p>
<b>Music and radio</b>	<p>No picture currently available.</p>	<p>Although some believe that playing music or the radio can be interesting to hens, neither specifically encourages the birds to perform natural behavior and is not considered to be an acceptable enrichment.</p>
<b>Litter and dust baths</b>	<p>No picture currently available.</p>	<p>Although hens 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>
<b>Feeders and waterers</b>	<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>

## UNACCEPTABLE ENRICHMENTS FOR HENS

<b>Diatomaceous earth</b>		<p>Some producers may give diatomaceous earth (also known as diatomite or D.E.), a light-colored, soft, and friable sedimentary rock, to hens 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>
<b>Perches</b>		<p>The 5-Step® Pilot Animal Welfare Standards for Laying Hens v1.0 requires perching for all birds, so perches are not considered enrichments, but, rather, required provisions, just like dust baths and litter. See Standards 4.7.1 and 5.5.6.</p>
<b>Plastic half barrels/pipes</b>		<p>This photo shows turkey poults, but still illustrates the use of a plastic blue half barrel for birds. While birds may sit on the barrel or go inside the barrel it is not something that they can peck at, manipulate or destroy and it is therefore not an acceptable enrichment for laying hens.</p>
<b>Visual Barriers</b>	<p>No picture currently available.</p>	<p>Barriers include plywood sheets, shade cloth or similar material hung vertically. While the use of these barriers can provide places for birds to hide from other birds they do not encourage natural behaviors such as foraging and pecking and are not things that the hens can destroy. They are therefore not acceptable enrichments for laying hens.</p>

## Appendix V: Sensory Evaluation of Air Quality

Section 4.5 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 VI: Intervention plans

Standards 2.7.3, 2.10.2 and 4.5.3 all require written intervention plans to be put into effect if the levels of keel bone fracture detailed in Standard 2.7.3 (Steps 5 and 5+ only); flock mortality detailed in Standards 2.10.3 (Step 1), 2.10.4 (Steps 2 and 3), 2.10.5 (Steps 4 and 5) and 2.10.6 (Step 5+) and air quality detailed in Standard 4.5.2, (all steps) do not meet the requirements of the standards. The intervention plan template below must be completed and implemented for each flock when this occurs. GAP Certifiers will review these plans at audit.

Intervention plan questions	Operation's response
Which standard does the flock not meet and what level of keel bone fracture/mortality/air quality has been found?	<i>[e.g. standard 2.10.4 – flock mortality for house 6 has reached 6% at 45 weeks old ]</i>
Why has the problem occurred?	<i>[e.g. outbreak of feather pecking meant that several birds had to be culled because of pecking damage]</i>
What actions have been put in place to resolve the issue now?	<i>[e.g. We increased salt in the feed from 0.5% to 0.7%; increased methionine levels in the feed; added new enrichments to the house - pecking blocks and hay nets with alfalfa hay; covered windows with a film that made the light diffuse]</i>
What actions have been put in place to ensure this does not happen again with future flocks?	<i>[e.g. We will cover all windows in all houses with film that still allows natural light to enter but diffuses it so that there are no strong shafts of bright light. We will add some more enrichments and make sure they are replaced regularly to keep them interesting to the hens. We will make sure that any amendments we want to make to the laying ration are checked by our nutritionist first. We will continue to encourage hens to use the pasture area as much as possible and will extend out tree planting to make the pasture area attractive to the birds. We will monitor feather condition in future flocks to give us early warning of any problems.]</i>

## Glossary

Term	Definition
Aerial perch	<i>A perch that is raised at least 12" 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 48 hours is described as a "day-old".</i>
Environmental enrichment	<i>Materials that are provided to hens 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>
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 hens are starting to peck at exposed skin, AND/or, hens 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 hens. 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>
Hen	<i>Any female bird over the age of 18 weeks, whether or not it has started laying, is defined as a hen.</i>
Hen height	<i>Something at hen height is within easy reach of the bird from floor to head height, including the bird stretching its neck, but without the bird having to jump or fly to reach it.</i>

Term	Definition
Heritage	<i>A heritage breed is one that is listed by the American Poultry Association as a Standard breed</i>
Lameness	<i>The inability to use one or more limbs in a normal manner.</i>
Laying cycle	<i>A hen will normally come into lay at around 18 to 22 weeks (depending on the breed and the time of year) and will lay for approximately 52 weeks before going into molt. This constitutes one laying cycle. If the hen is allowed to go through molt she will lay for subsequent laying cycles.</i>
Litter	<i>Bedding materials.</i>
Loading	<i>Putting birds into transport crates/vehicles whether manually or mechanically.</i>
Mobile housing	<i>A structure that is both moveable and moved during the life of the flock. Mobile housing also allows birds access to the outdoors/pasture.</i>
Mobile slaughter	<i>A slaughter facility that travels from operation to operation so hens may be slaughtered on farm.</i>
Molt	<i>A period when the hen stops laying eggs, and then sheds and renews her feathers.</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>
Operation	<i>A farm keeping laying hens (see definition under Program Requirements 3.d.)</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>
On-farm slaughter facility	<i>A brick and mortar slaughter facility located on the farm; designed to slaughter and process hens.</i>
Outdoor enclosure	<i>A roofed structure providing a semi-outdoor area that can be used year round.</i>
Pasture	<i>Access to rangeland, grassland, planted pastures, managed pastures, wooded areas, harvested crop areas (for clean-up), and any other land where hens 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 birds from the transport container and placing into their living accommodation. Placement can include placement of day-old chicks into brooder accommodation or placement of pullets into their laying accommodation.</i>
Pophole	<i>An opening that allows the bird to access the outdoors/pasture from the house.</i>
Pullet	<i>A female bird from 48 hours after hatching through to 18 weeks of age is defined as a pullet.</i>

Term	Definition
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>
Useable area	<i>The useable area of houses includes all areas that birds can access easily and use at all times. This excludes nest boxes, areas with headroom of less than 18 inches (45cm) and areas of less than 12 inches (30 cm) wide.</i>