

Animal Welfare Policy for Creative Dining Services

Responsible sourcing is deeply important to Creative Dining Services and central to our mission of operating with integrity. We recognize that responsible sourcing includes humanely produced animal products. The following commitments are intended to address a range of animal welfare issues affecting egg, dairy, and meat production, including confinement, painful procedures and rapid growth. Creative Dining Services continues to assess industry progress in building supply availability and is working with our supply partners on our transition timeline.

Category Specific Policies

Eggs: In 2015, we committed to purchasing only cage-free shell and liquid pre-cracked eggs by 2019. We are on target to fulfill this commitment.

Pork: Creative Dining is committed to eliminating all pork from animals bred using gestation crates by 2019, and will work with our suppliers to address issues of pain relief for castration and tail docking, as well as the elimination of antibiotics.

Veal: Creative Dining is committed to eliminate all veal from animals confined in crates by 2019, in alignment with the American Veal Association's 2007 resolution.

Dairy/Beef: All milk purchased by Creative Dining is free of added hormones. We are working with suppliers to ensure the responsible use of hormones and feed additives, and strive toward eliminating the use of recombinant bovine growth hormone (rBGH or rBST) in beef cattle and other dairy products. Additionally, we are committed to working with our suppliers to address issues of pain relief for disbudding and castration procedures.

Ducks and Geese: Effective 2017, Creative Dining Services has eliminated the purchase of foie gras.

Broiler Chickens: Effective 2017, we are asking our suppliers to take the following actions by 2024, or sooner if possible:

- Meet the Global Animal Partnership (GAP) maximum stocking density standard of ≤ 6 pounds per square feet.
- Provide chickens with enriched environments including natural light, hay bales and perches that meet GAP standards.
- Use GAP approved genetic strains for slower-growing chickens.
- Render chickens unconscious prior to shackling using Controlled or Low Atmospheric Stunning.
- Demonstrate compliance with the above standards via a third party auditing system.

Turkeys: We continue to work with our suppliers to address animal welfare issues associated with genetic selection for fast growth and support vendors that use Controlled or Low Atmospheric Stunning.

Menuing and Programming

Creative Dining Service also recognizes the health, environmental, and economic benefits of vegetable-centric cuisine; therefore our locations offer daily options in vegan and vegetarian cuisine. Creative Dining Services is working with the Humane Society of the United States and People for the Ethical Treatment of Animals (PETA) to assess, expand and creatively support programming in the menuing of non-animal products.