Appendix
Better Chicken roadmap and requirements

The **IKEA Food Better Programmes** frame IKEA Food's global vision for sustainable agriculture. They consist of a set of sourcing criteria for all the major species in our supply chain with a focus on farmed animal welfare, antibiotics use and our environmental footprint at the farm level. They also consist of clear regional roadmaps for implementation. Our ambition is that all sourcing of eggs, chicken, pork, beef, dairy, and salmon will be compliant with the Better Programmes by end of 2025.

In 2018 we published our Better Chicken Programme and roadmap which identified our sourcing criteria for all broiler chicken products in our supply chain, globally and key milestones along the way to the end of 2025. Below we share an updated roadmap for implementation, including the expected timeline for 1st deliveries.
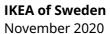
IKEA Food Better Chicken Programme roadmap for Europe, North America and Asia Pacific

	Regions*					
	Europe	**USA**	**Canada**	**China**	**Australia**	**Rest of Asia Pacific**
Stocking density (30 kg/m2)	>80% of stores during **spring 2021** (all stores **end of 2021**)	*Further analysis required** *	Spring 2021	End of 2020	*Further analysis required** *	End of 2022
Lighting					End of 2020	
Flock health plan		Spring 2021			End of 2020	
No routine use of antibiotics		Spring 2021			End of 2020	
Environmental enrichment		*Further analysis required** *			*Further analysis required** *	
Environmental conditions		Spring 2021			End of 2020	
Manure management plan		Spring 2021			End of 2020	
Non-deforestation feed		Spring 2021		2025	End of 2020	
Phase out highest priority antibiotics	2025	2025	2025	2025	2025	*Further analysis required** *
Natural light	2025	2025	2025	*Further analysis required** *	2025	*Further analysis required** *
Breed	2025	2025	2025	*Further analysis required** *	2025	*Further analysis required** *
Slaughter	2025	2025	2025	2025	2025	*Further analysis required** *

Note these are meant to represent high level focus areas for external reporting purposes, not a technical specification for suppliers.

*IKEA Food operates in additional regions, and we expect them to be compliant with the Better Programmes by end of 2025. However, the initial focus is on the largest regions NA, EU, and Asia Pacific — learnings will be used as input for implementation in the remaining regions.

**Where further analysis is required it is an indication that we are still mapping the requirement landscape, we have are setting an action plan to close the gap, or the general production system doesn't quite fit with our exact requirements (i.e. free range)."

Better Chicken Requirements

All suppliers must comply with existing local legislation concerning animal welfare, antibiotics use, and environmental protection on farm. In addition, broiler cages or multi-tier systems are not acceptable under the Better Chicken Programme.

Stocking density	Maximum stocking density of 30 kg/m2 in order to allow chickens to have enough space. No more than one thin per flock in regions that practice thinning.
Lighting	Increased illumination and the right lighting regime to have a more normal day/night light pattern over a 24-hour period. The minimum illumination across all markets is 20 lux.
Flock health plan	A written plan developed in conjunction with a veterinarian to ensure long-term health and welfare of the flock. This plan should include the collection of welfare outcomes which are essential as they are used to objectively assess the effect of our new sourcing criteria on the welfare of individual chickens. For example: lameness (difficulty walking), hock burns, and activity levels etc.
Antibiotics	In line with the IKEA Food guidelines for the use of antibiotics, there will be no routine use of antibiotics by 2020 and a plan to phase out highest priority antibiotics that are critically important to human health by 2025.
Environmental enrichment	To enhance the physical and social environment animals are kept in, environmental enrichment should at a minimum include perches or platforms and pecking substrates. Enrichment for broiler chickens have the potential to improve health and provide opportunities for chickens to express their important natural behaviors. Examples include straw bales, platforms, perches, and pecking objects like brassicas or hanging wooden blocks.
Environmental conditions	Improved environmental conditions including dry and friable litter, improved air quality, and a focus on thermal comfort.
Manure management plan	A written plan for the storage, handling, and use of livestock manure with a focus on protection of soil health and watercourses.
Non-deforestation feed	Feed that does not contribute to deforestation with focus on palm oil and soy, this may be achieved through verification at the farm-level or through other measures taken at the corporate level.
Natural light	Natural light which can be provided by windows, light tubes, or open-sided sheds.
Breeds with measurably	Genetic selection for fast growth and high breast yield has resulted in an imbalance between production needs and the welfare of the

improved health and behaviour outcomes	animal. We aim to use breeds that are slower growing, healthier, and are able to effectively express important natural behaviour while still providing good production value. Breeds used must be assessed and approved under the Royal Society for the Prevention of Cruelty to Animals (RSPCA) assessment protocol or other third parties as additional equivalent protocols become available.
Slaughter	Multi-phase controlled atmosphere stunning must be utilized. We will also consider low atmosphere pressure stunning as emerging evidence suggests benefits for chicken welfare.

Governance and compliance

Our internal governance process overseeing implementation consists of a Steering Group and Working Group made up of key internal stakeholders and welfare experts.

To provide external assurance, we will verify compliance with our programme using third party and internal assurance methods.

Progress will be reported annually in the IKEA sustainability report.