
OPERATION CAL-MAINE

AN ANIMAL RECOVERY MISSION UNDERCOVER INVESTIGATION



Presented By: Animal Recovery Mission (ARM)

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Contact Information

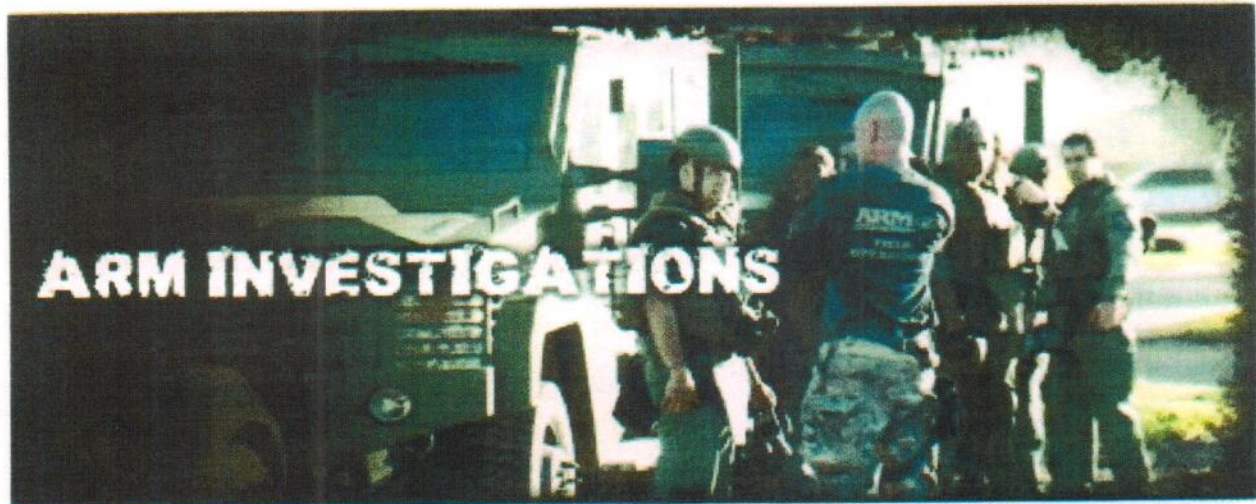
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ANIMAL RECOVERY MISSION



Established in 2010, The Animal Recovery Mission (ARM), is a non profit investigative organization dedicated to eliminating extreme animal cruelty operations worldwide. ARM stands out as a vanguard and uncompromising defending force for the welfare of animals. In addition, ARM strives to put an end to, and preventing pain, suffering and torture as a result of inhumane practices.

The mission of the organization is to implement direct-action tactics to investigate, document and expose illegal activities of extreme animal cruelty. The organization's primary goals are to improve the quality of life for animals and to educate the public regarding animal cruelty, the practices that contribute to animal cruelty and the illegal animal slaughter. Achieving these goals contribute to an increased awareness of the unforeseen ethical, social and environmental implications of animal abuse and produce effective changes in the treatment of defenseless animals.

Animal cruelty investigations taken on by ARM operatives include, but are not limited to; animal slaughter farms, animal sacrifice operations, illegal horse sales and slaughter, and animal fighting operations. In addition, ARM is focusing upon the pressing issues and concerns of animal welfare within the animal agriculture and factory farming sector.

Since 2010, ARM's undercover investigations have led to the closure of up to 138 illegal animal cruelty operations in the state of Florida alone. The following report provides detailed findings gathered during ARM's investigation of a dairy farm located in Ockeechobee Florida-known as Larson Dairy.

SUMMARY OF INVESTIGATION



Between October and November of 2017 an ARM investigator was hired by Cal-Maine, located in Lake Wales, FL, as a caregiver. Cal-Maine is a public company and is the largest producer and marketer of shell eggs in the United States. The investigator was under the direction of Richard Couto, President of Animal Recovery Mission.

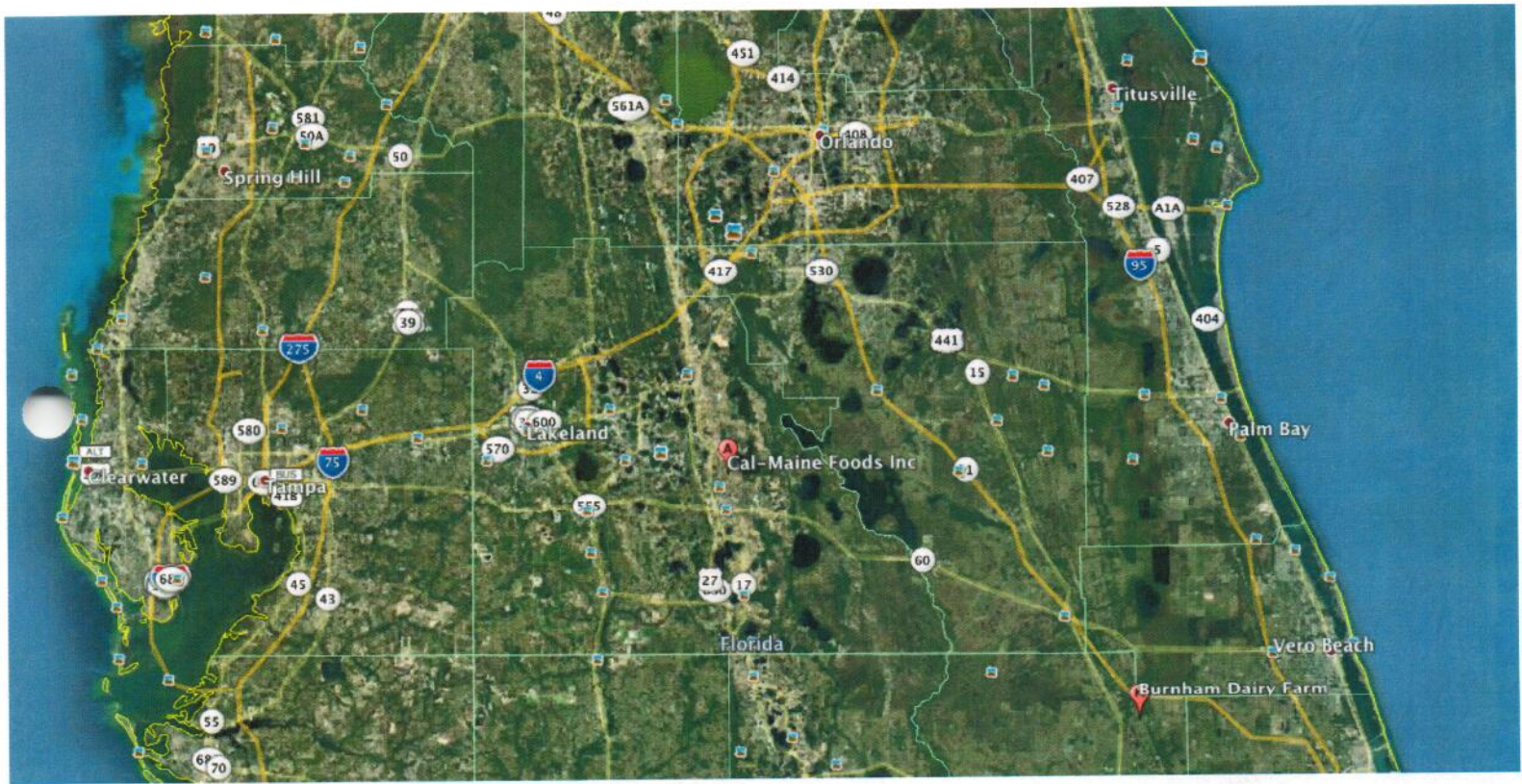
The Cal-Maine complex in Lake Wales, Florida, consists of five hen housing units. Hens are confined to battery cages stacked four tiers high. Many of the cages are overcrowded. They contained nine hens per cage even though there were empty cages within the area. This led to several hens being trampled to death by one another and also led to hens becoming wedged within the wire cage and strangling themselves to death. The ARM Investigator also observed hen carcasses, weeks old, contained within cages with live hens.

'Mummies', dead chickens, are removed from the cages, placed in a basket and dragged to the end of each line. After inspecting all six pyramids mummies are bagged, usually 20 per bag, and set outside for pick up. Many die from from egg binding, dehydration, starvation and illness. No less than 20 and up to 86 mummies were collected daily from each house during the investigation period. Outside of a weekly weigh-in of a select few hens per house no medical attention was ever given. Hens that were too sick were put down by the breaking of their neck.

During the investigation House 3 was being cleaned out and new birds were brought in. Due to the time constraints of employees, numerous hens suffered broken limbs from being stuffed, punched, and even kicked into the battery cages. Many others were pinned down by the slamming of cage doors on their heads or necks which resulted in long agonizing deaths. Hens that escaped and fell down to the manure pits were later rounded up and "euthanized". During this task, some employees, to include management, would strike the hens to death with a stick. At one point the stick broke and employees were seen stabbing the hens with the broken end of the stick. The ARM Investigator also observed employees kicking hens to death within the pit.

Once eggs are collected, they are taken to a separate section of the property where they are packaged and shipped. Cal-Maine is a supplier to large corporations such as Walmart and Publix.

LOCATION







REFERENCES

[Home](#) [Our Standards](#)

Science-Based Standards

The American Humane Certified™ Animal Welfare Standards are species-specific and grounded on solid scientific research. The standards were created with input from renowned animal science experts and veterinarians and are frequently reviewed by our [Scientific Advisory Committee](#) to reflect current research, technological advances, best practices, and humane handling methods. Our Animal Welfare Standards were built upon the Five Freedoms of Animal Welfare, which require that an animal be healthy, comfortable, well-nourished, safe, able to express normal behavior, and free from unpleasant states such as pain, fear, and distress. American Humane Certified producers are audited for their compliance to the standards. Our audit tools, full standards, and supplemental templates are fully transparent and can be downloaded below.

Standards Documents

Current folder: [top level](#)

File name ▾

[Animal Welfare Audit Tools](#)[Animal Welfare Full Standards + Supplements](#)

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AMERICAN+HUMANE
FIRST TO SERVE™

Our Mission

We are first to serve, wherever animals are in need of rescue, shelter, protection or security. Through our innovative leadership initiatives – from our “No Animals Were Harmed®” program in Hollywood to broad-based farm and conservation animal welfare certifications, to rapid response rescue and care across the country – American Humane sets the gold standard as the most visionary and effective animal welfare organization in the nation.

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Cal-Maine Foods

Arkansas, Florida, Kansas, Kentucky, North Carolina, Texas

Cal-Maine Foods is one of the largest producers and marketers of value-added specialty shell eggs in the United States including our cage free eggs.

We market our specialty shell eggs under two distinct brands: EggLand's Best™ and Farmhouse™.

Note: Only eggs that are cage-free at Cal-Maine Foods are certified by American Humane Association.

Becoming Certified



The American Humane Certified™ program is a voluntary third party animal welfare audit program that is rapidly setting the standards for the way that food animals are raised in the U.S.

[LEARN MORE](#)



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Animal Welfare Standards for Laying Hens- Enriched Colony Housing

with Appendices

A: Farm Manual,

B: Animal Welfare Standards Audit Tool, and

C: References

American Humane
Farm Program
www.HumaneHeartland.org

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Revision Date July 2017

Animal Welfare
Standards
Guidelines

Laying Hens- Enriched Colony Housing

Animal Welfare Standards Audit

Introduction



The **American Humane Farm Program (American Humane Certified™ Animal Welfare Standards)** is the product of over 140 years of applied experience in farm animal welfare. Since its beginning in 1877, American Humane has had a long history with the humane treatment of farm animals. In its work to improve the treatment of working animals and livestock in transit, American Humane has been involved in almost every major advancement in improving the welfare of animals, including an instrumental role in the enactment of the 28 Hour Transportation Law. In 1916, the U.S. Secretary of War asked American Humane to help with the rescue of horses and other animals on the battlefields of World War I. The program that followed became Red Star Emergency Services program, which continues to this day to rescue and shelter animals involved in disasters throughout the country.

Given its history, it was natural that American Humane would create the first farm animal welfare audit program. In 2000, American Humane pioneered the first third party audit and certification program in the United States to encourage and support the humane treatment of animals used for food. Organized as the Free Farmed® certification program, the first **Animal Welfare Standards** were based on the Royal Society for the Prevention of Cruelty to Animals' **Welfare Standards**, the Federation of Animal Science Societies' **FASS Guide for the Care and Use of Agricultural Animals in Research and Teaching**, and the governing principles first developed by the Farm Animal Welfare Council (FAWC) known as the "Five Freedoms of Animal Welfare":

- Freedom from hunger and thirst
- Freedom from discomfort
- Freedom from pain, injury, or disease
- Freedom from fear and distress
- Freedom to express normal behaviors

Since its origins, American Humane's farm animal welfare standards have been and continue to be a living document. The standards and the audit process are continually reviewed and updated, using the expertise of the Scientific Advisory Committee. This committee of internationally renowned animal scientists and veterinarians advances new science and regularly evaluates the standards to ensure that the American Humane Certified™ program incorporates the best and current knowledge of humane practices.

American Humane collaborates with institutions and organizations on independent research in animal behavior as well as new handling and housing applications. The program incorporates the practical, hands-on experience of farmers and ranchers, and ensures that new technology and knowledge from veterinarians and animal research experts are shared with producers. Third-party audits help to educate, encourage, and support producers in adopting humane practices. The program promotes clear, reasoned communication with consumers and retailers about the meaning and value of humanely raised food and the benefits not only to animals but also to people.

*Note: Please refer to Appendix C of the full **Animal Welfare Standards** for a list of additional References consulted in the development of these standards.*

A Nutrition Plan must be available at the main office. This plan must include certification or proof that the diet has been developed in consultation with a qualified flock nutritionist. The flock nutritionist must be identified by name, and records must show that the plan has been regularly updated, at least yearly. The flock nutritionist must sign and date statements which affirm that: "This diet has been developed in accordance with guidelines provided by the most recently published National Research Council (NRC) standards"; "Growth promoters are not used as additives to the feed in the stated formulation for the stated producer"; and "In-feed antibiotics or anti-parasitic agents are not used in the stated formulation for the stated producer, except and unless for therapeutic reasons as prescribed by an attending veterinarian and as documented in the Animal Health Plan".

The Nutrition Plan must also provide specifications for a diet which is adjusted as appropriate to the hens' age and species/strain in order to promote balanced nutrition. Changes to the diet must be introduced gradually, feed intake for animals must be monitored when changing feed type to ensure that animals do not lose weight, and the diet must include mineral supplements, including coarse calcium, provided in adequate quantity to sustain healthy bone strength for the laying hens.

As a part of the Nutrition Plan, feed records that have been retained for at least one year, including identification of feed mills and whether these are major or minor source of feed, and the feed constituents/ feed concentrates (minerals/amino acids, etc.) used at each site.

Lighting Program

The lighting system in houses must be designed and maintained to regulate a natural daily cycle for all hens. The lighting program for each house must be documented quarterly with records on file. The lighting program must provide within each 24-hour period a minimum continuous period of 8 hours of daytime light. The daytime light levels must be an average minimum of 10 lux (1 foot-candle) throughout the house at every individual colony, at the head height of the birds, excluding areas in the shade of equipment or at the nests. In instances where cannibalism has been documented in previous flocks, the light level can be reduced to 5 lux (0.5 foot candles).

Patches of high intensity sunlight or artificial light must be avoided. There also must be a minimum period of 6 hours of continual darkness or the natural period of darkness, if less.

Animal Health Plan

An Animal Health Plan (AHP) must be available at the main office. This plan must include certification or proof that the AHP has been developed and regularly updated in consultation with the flock veterinarian. The flock veterinarian must sign and date the AHP and the AHP must be regularly updated, at least yearly. The AHP includes records of vaccination protocols and any vaccinations (signed and dated); records of treatment protocols and any treatments (signed and dated), including the types and quantities of medications used, details of the therapeutic use, defined as treatment, prevention and control, as allowed by current laws, of any antibiotics (including ionophores), antiparasitics, and antifungals, which includes the requirements that antibiotics, antiparasitics, and antifungals must only be used therapeutically as prescribed by the herd/flock veterinarian; therapeutic use must be for individual animals OR for specific groups of animals only when specified by the herd/flock veterinarian through determination that the entire group is at high risk of contracting disease; therapeutic use is in conformance with the latest edition of the FDA **Judicious Use of Antimicrobials For Livestock and Poultry Veterinarians** and complies with withdrawal periods.—The AHP must also include the tolerance limits on overall flock performance; the causes of morbidity and mortality where known; and the targets for other aspects of flock health.

Flock Performance Parameters

Flock Performance Parameters must be continuously monitored for indicators of disease or production disorders. The monitoring of flock performance parameters must include review of records of observations made during daily inspections, and the monitoring of specific health conditions by stockpersons and by the

mitigated.

Action and Management Plans in the AHP

Records of any Action and Management Plans must be retained as part of the AHP, including but not limited to: the procedures to be followed in the event of an outbreak of abnormal behavior such as feather-pecking or cannibalism, including appropriate and immediate changes in the system of management; the management plans for the prevention of suffering from injuries, which include the monitoring and assessment of daily inspection logs for culls to ensure that an increasing problem is not developing, and where found, recommendations and guidance from the flock veterinarian to alleviate/ prevent such instances; action plans for the mitigation/ prevention of recurring injuries seen in a number of birds to suggest that there is a common cause and that is attributable to physical features of the environment or to handling procedures. (*Injury is described as damage severe enough for the formation of granular scar tissue or defective bones or joints, and to an extent significantly greater than would be caused by accidental bumps or scratches. Attention must be paid to foot lesions.*); management plans/ practical measures for the prevention and control of external and internal parasitic infestations; and the program(s) adopted and followed for the reduction and control of organisms that cause food safety concerns (such as Salmonella).

Biosecurity & Health Plans

Biosecurity Plan, Structural/Access

The structural biosecurity plan must be available and include as a minimum: the screening of drains/vents/ openings, and other physical methods for exclusion of pests, predators, and wild animals; the posting of signs at the farm and/or house entrances which provide instructions and information for farm personnel and approved visitors regarding biosecurity procedures; the exclusion of dogs and other animals from the houses; the provisions of property gates and secured houses and the exclusion of unapproved visitors; and the logging of all approved visitors. Non-farm personnel are not permitted on the site unless approved by farm managers, and unless appropriate precautions have been taken, including the company policy for the downtime from having contact with non-farm birds.

Biosecurity Plan, Operational

The operational biosecurity plan must be available and include as a minimum: the maintenance of outdoor areas adjacent to surrounding buildings to keep vegetation short and tidy within at least 24" from the house (i.e. removing vegetation which provides shelter to pests and predators); the maintenance of pest control methods and protocols such as baiting and trapping; the removal of feed sources and the protection of bulk feed and water supplies to reduce the attraction of pests, rodents, mold, etc.; the protocol for personnel working with older flocks to limit contact with pullets; facility/ equipment cleaning protocols and schedules; and the maintenance of protective clothing, foot baths, and/or shower facilities for workers, where appropriate.

Cleaning and Sanitation Plan

The Cleaning and Sanitation Plan must be available as part of the overall health plan, and must include details for routine/ scheduled cleaning procedures and details for cleaning procedures between depopulation and restocking. Following depopulation, all houses must be thoroughly cleansed, disinfected, and tested negative from infectious agents as specified in the Animal Health Plan.

Waste Disposal Plan

Each farm must maintain a Waste Disposal Plan which details protocols for the safe and proper disposal of medical waste, sharps, carcasses, and other waste that poses a potential threat to animal and human health and safety.

...are allowed for the laying flock and that access to personnel is prepared for introduction to the laying environment. Auditors must be given access to on-site rearing houses during audit, where applicable.

Premises and equipment must be thoroughly disinfected and cleaned before restocking.

Handling/ Depopulation SOPs

Handling/ Depopulation SOPs must be available and focus on maintaining high standards of animal welfare during depopulation. (See "Depopulation" section)

Transportation & Processing Plant SOPs

Transportation and Processing Plant SOPs must be available and focus on maintaining high standards of animal welfare during loading, transport, unloading, shackling, stunning, and bleeding. (See "Transportation" and "Processing" sections)

Records of Stockperson Training

The continuing education of personnel who have day-to-day contact with the hens is one of the most important ways to ensure behaviors that support and promote animal welfare. It is important to have documentation confirming personnel training in aspects of flock welfare appropriate to the level of operation (videos, manuals, SOPs).

Training Documentation

Documentation must be available confirming stockperson training at orientation, as well as yearly updates (and opportunities for professional development) and specialized training, in aspects of animal welfare appropriate to the level of operation.

For all training of personnel: training must be presented in the workers' native language. Training may include videos, manuals, and/or SOPs, and must include 'hand's-on' experience and evaluations. Training records must clearly define what is expected of each stockperson so that each is fully aware of their duties and responsibilities. Training records must be signed by both the trainer and the trainee, and include the date of orientation, yearly update, or specialized training.

Training for All Stockpersons

Prior to being given responsibility for the welfare of the hens, all stockpersons must be properly trained. As a minimum, the training program for all stockpersons in direct contact with the hens must include review of the **American Humane Certified™ Animal Welfare Standards** as well as how to: know of the normal behavior of hens and of the flock and to recognize the signs that indicate good health and welfare; know of the proper way handle animals in manner which minimizes unnecessary stress to the birds; recognize the signs of abnormal behavior and fear; recognize deviations from normal flock activity; understand the physical and environmental requirements for hens; have a basic knowledge of common diseases, illnesses, and injuries, and know when responsible personnel must be notified; and have a basic knowledge of the conditions that cause welfare problems such as illness, injury, or abnormal behavior.

Specialized Training of Stockpersons

Documentation must be available for the training of stockpersons to perform specialized duties, with emphasis on animal welfare and minimizing pain and distress to the animals. Prior to performing procedures that have the potential to cause suffering (e.g. injections, etc.), the stockperson must be able to demonstrate

- Specific training in the correct procedures for performing inspections of the hens; identifying which hens are to be culled/ euthanized and recognizing unusual conditions or behaviors; and the appropriate and timely remedial actions to be taken, either by the direct action of the stockperson or through the notification of the responsible personnel. Sick hens must be treated immediately, and any hens suffering from injury such as open wounds or fractures, or from prolapse of the vent, must be segregated and treated without delay, or if necessary, humanely euthanized.
- Specific training and certification of the stockpersons' proficiency in approved techniques for euthanasia.
- Specific training and orientation for stockpersons responsible for any equipment on which the hens depend, including recognizing normal operation of the equipment; operating the equipment competently (e.g., heaters, lighting, ventilation, flaps/fans); carrying out routine maintenance to ensure that the equipment is kept in good working order; recognizing common signs of malfunction; and carrying out any actions in the event of failures.

Training of On-Farm Crews

The training of on-farm personnel, such as catching and transport or euthanasia crews, must be documented, and all members of these crews must be provided full, detailed, written instructions. Training includes Catching, Carrying, and Loading and/or Euthanasia protocols.

Training of Outside Workers

The training for crews outside the producer's control (crews performing beak-trimming, vaccination crews, depopulation crews, transport crews, etc.) must be documented to certify familiarity with and conformance to the standards herein. Training must be validated through employee documents and/or Certificates of Conformance.

Inspections of Hens

Routine Inspections

Records must be on file in the house for a minimum of one year showing that the hens and facilities are inspected a minimum of twice daily. These records must identify the person performing the inspection, and the time and date of the inspection; note the numbers of mortalities with reasons stated, if known; note the numbers of culls, with reasons stated; and note the numbers of ill or injured birds, with causes of illness and injury stated, if known. The stockperson performing the inspections must proceed in a careful, deliberate manner to avoid frightening the hens unnecessarily, i.e. by making loud noises, sudden movements, etc., and they must follow a path that allows them to see all of individual hens in the house.

During inspections or at any other time, if any animal is found to be in severe pain or is suffering from severe sickness or injury then the animal must be immediately euthanized by qualified personnel.

Inspections & Maintenance of Equipment

Equipment Inspections

Stockpersons must inspect all equipment on which the hens rely on a daily basis, whether the equipment is manual or automatic. Stockpersons must also perform routine, scheduled maintenance as defined in the SOPs. Where a defect is found (whether on inspection or at any other time): it must be rectified immediately, and records must be kept of the nature of the defect and how the defect was rectified; or if the defect cannot be rectified immediately, the records must detail the measures as specified in the SOPs that the stockperson followed in order to safeguard the hens from suffering unnecessary pain or distress as a result of the defect.

Backfilling Policy

Colonies must not be back-filled to replace mortalities.

Beak-Trimming Policy

The practice of beak-trimming/tipping is contrary to the principles of American Humane. At the present time, however, it is accepted that in colony housing systems there is a risk of outbreaks of cannibalism, and cannibalistic behavior may quickly affect a considerable proportion of the flock if not addressed. Therefore, beak-trimming/tipping is allowed to be performed only as a preemptive measure to mitigate the risk of cannibalism if beaks are left intact.

The producer must have a Beak-Trimming Policy that states:

- Beak trimming/ tipping may only be performed where there is a concern about cannibalism. Beak trimming/ tipping must not be performed to prevent feed wastage.
- If pullets are sourced from a hatchery that performs the beak-trimming/ tipping, records must be kept with a Certificate of Conformance from the hatchery stating that beak-trimming/ tipping was performed by trained personnel using the proper equipment and per all requirements detailed in this Beak-Trimming Policy.
- When performed on-site, beak-trimming/ tipping must be performed only by trained personnel using approved procedures and appropriate, well-maintained equipment. Records must be kept of: the names of the stockpersons who have undergone training for the correct beak-trimming/ tipping procedures; the name of the trainer; confirmation that the trainees' competence in performing the procedure was validated by the trainer, including proper techniques and proper use of any equipment; and the date(s) that the training occurred.
- Where performed, beak trimming/ tipping must be performed within the first 24 hours of life using infrared laser equipment.
- Where this is not possible, beak trimming/ tipping must be performed no later than 10 days of age by the use of a machine with a blade and cauterizer, to minimize pain and stress.
- The pullets' beaks should be tipped, i.e. blunted, where possible. Otherwise, beak-trimming must remove no more than 1/3 of the upper and lower beaks, measured from the tip to the entrance of the nostrils.
- Pullets which have been recently trimmed/ tipped must be monitored to ensure that they are consuming adequate feed and that they are able to use the waterers.
- Pullets which were recently trimmed/ tipped must not be exposed to other high-stress procedures such as transport or vaccination. *Note: it is recommended that Vitamin K and C are added to the water before and after beak-trimming, and that the hens are provided with additional feed 1 week following.*
- Beak trimming on older birds, including 'touch-up' trimming, must not be performed as a matter of course.

Note: The producer should take care when selecting birds to avoid genetic strains with undesirable traits, particularly aggressiveness and a tendency to feather peck.

The Beak-Trimming Policy must specify methods to discourage the spread of cannibalism. If outbreaks of cannibalism do occur: methods to discourage the spread of cannibalism must be conducted without delay; and the producer must notify the American Humane Certified™ program that the problem exists and must explain the steps that the producer proposes to take. The producer must provide regular updates. Artificial appliances (such as blinkers attached to the beak or nostrils, or contact lenses) designed to stop cannibalism must not be used. Methods for the control of feather-pecking and cannibalism should include removing cannibalistic birds, if they are identifiable, and segregating injured birds as first steps, followed by reducing

Euthanasia Policy

The Euthanasia Policy includes provisions for routine euthanasia (culls), end-of-flock euthanasia, and emergency euthanasia (including mass disposal during disease outbreaks such as for highly pathogenic Avian Influenza). Euthanasia and disposal of carcasses must be consistent with applicable local, state, and federal regulations.

A Euthanasia Policy must be available which includes provisions for humane and timely, routine and emergency, euthanasia. This policy must include:

- Only properly trained farm personnel or the flock veterinarian are to perform euthanasia.
- Training records which identify: the names of the stockpersons who have undergone training; the name of the trainer; the specific method(s) of euthanasia covered in the training; confirmation that the trainees' competence in performing the procedure was validated by the trainer, including proper techniques and proper use of any equipment; and the date(s) that the training occurred.
- Procedures stating that:
 - o If there is any doubt as to whether euthanasia is required: the veterinarian or properly trained personnel must be called at an early stage to advise whether treatment is possible; OR
 - o If the veterinarian or properly trained personnel determine that an animal is in severe, uncontrollable pain or is unable to move on its own accord, then the animal must be promptly and humanely euthanized to prevent further suffering.
- For euthanasia methods requiring equipment: records showing that equipment has been maintained per the manufacturer's recommendations and that it is required to be stored securely, protected, and kept clean.
- The approved methods of euthanasia that are to be used for each age group of animals and under what circumstances, i.e. for routine culling or for emergency euthanasia for flocks. These methods must be performed promptly to prevent further suffering and must comply with the latest edition of the American Veterinary Medical Association's **AVMA Guidelines for the Euthanasia of Animals**.
- The farm performs one of the following approved methods of on-farm euthanasia:
 - o Cervical dislocation, to be used in an emergency or for euthanizing a very small number of birds. Cervical dislocation involves stretching the neck to dislocate the first vertebrae in the neck from the skull and cause extensive damage to the major blood vessels. Use of equipment that crushes the neck rather than dislocates the spine, such as pliers, is never acceptable practice.
 - o Electrical stunning, immediately followed by neck cutting.
 - o Captive bolt euthanasia.
 - o Carbon dioxide, or other suitable gas/ gas mixture, delivered in an appropriate container at acceptable concentrations.
 - o Any other method approved by the latest edition of the **AVMA Guidelines for the Euthanasia of Animals**.
- Procedures stating that the persons performing euthanasia must verify that each animal has been properly euthanized. If necessary, the same or an alternate method is performed immediately to ensure that the animal does not suffer.
- Logs stating the reason for euthanasia, the date, the competent personnel performing the euthanasia, the numbers of animals euthanized, and the procedure used.
- Routine, on-farm disposal of flocks at the end of the production cycle must meet the requirements of this section. See "Depopulation".

Nothing stated here is intended to discourage the prompt diagnosis and appropriate treatment of any ill or injured animal.

On-Site/ Food & Water

Hens must be provided a wholesome diet free from hunger, thirst, and malnutrition by providing ready access to fresh water and a diet that maintains full health and promotes a positive state of well-being. Feed and water must be distributed in such a way that the hens can eat and drink without undue competition.

Food

Feed Access & Feed Space

The hens must be fed a wholesome diet that is fed to them in sufficient quantity to maintain them in good health and to satisfy their nutritional needs. The hens must have unrestricted, daily access to food, except prior to depopulation or as required by the flock veterinarian.

Per each hen, there must be a minimum of 3.7 linear inches (9.4 cm) of single-sided feed trough access or 1.85 linear inches (4.7 cm) of double-sided feed trough access. Food must be fresh and not left in a contaminated (i.e. moldy, wet, soiled with rodent feces, etc.) or stale condition.

Water

Water Access & Waterers

The hens must have continuous access to an adequate supply of clean, fresh drinking water at all times.

The minimum number of waterers provided must be as follows: 1 nipple minimum per every 10 hens and/ or 1 cup minimum per every 10 hens.

On-site provisions must be in place to provide clean, fresh water for a period of at least 24 hours during a shut off or failure of the main water supply, including freezing conditions.

On-Site/ Environment

The environment in which the hens are kept must take into account their welfare needs and provide the best husbandry approaches; meet all governmental regulations; be designed to protect them from physical and thermal discomfort, fear, and distress; and allow them to perform their natural behaviors. All equipment and fixtures must be selected, installed, and maintained to optimize the well-being of the flock. The hens must be protected from pain, injury, and disease, and their environment must be conducive to good health.

Buildings

A copy of the current **American Humane Certified™ Animal Welfare Standards for Laying Hens- Enriched Colony Housing** must be available on-site as a reference for all stock-keepers/ workers in the facility.

Biosecurity, Structural/Access

Structural biosecurity must be maintained by methods including: perimeter fencing, screening of drains/vents/ openings, and other physical methods for exclusion of pests, predators, and wild animals; signs posted at the farm and/or house entrances which provide instructions and information for farm personnel and approved

PHOTOGRAPHS



striking w/ sticks

- Employees
striking w/ sticks



Striking
with
sticks

















9 Hens per cage
Law states 8 only





