



Broiler Chicken Welfare Commitment

Updated 2024

At Panera, we have long supported improving animal welfare, including that of broiler chickens. Since we began this part of our journey in 2016 with numerous others in the industry that supported the Better Chicken Commitment (BCC), we have seen some improvements in the industry, and also identified some significant challenges to adopting certain practices.

To help address these challenges, we joined Compassion in World Farming’s (CIWF) US Working Group for Broiler Welfare to explore joint efforts to accelerate progress. We have engaged each of our major broiler suppliers to understand perspectives, progress, plans, and limitations, and are actively collaborating with CIWF to encourage implementation of the tenets of the BCC. We will continue to monitor supply availability, monitor scientific research including breed trials and environmental impact, continue to report annually on progress and be transparent about challenges.

Because the resources required to enact these welfare practices in our supply chain are considerable, and because producers hold a range of views on their suitability and feasibility, we will not be able to do this without the participation of the broader restaurant industry and market participants. Together we hope to find economically viable and environmentally sustainable models that lead to improved welfare chicken for our guests.

We are working to incorporate progress for each component annually. As we work with suppliers whose capabilities meet our menu innovation demands, we will assess feasibility and update our progress accordingly. Specifically, by expanding our supplier base and through ongoing supplier engagement, we will have better opportunity to make overall annual progress on the BCC tenets starting in 2024. We will aim for 5-30% overall progress per year beginning in 2025 until complete by the end of 2029. We reserve the right to adjust these targets annually based on market availability.

2023 Performance on BCC components

Breed	0%
Stocking density	4%
Lighting	5%
Litter	100%
Enrichments	52%
Controlled atmosphere stunning	1%

Ongoing additional 2024 efforts include:

- Outreach and engagement with a range of producers on all aspects of the BCC
- Attending multi-sectoral animal care forums
- Maintaining our sourcing of No Antibiotics Ever (NAE) chicken for salads and sandwiches
- Maintaining 100% cage-free primary eggs and working toward secondary