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farm/company

## Employee Animal Care Code of Conduct

### Our commitment to our animals

\_\_\_\_\_ is committed to responsible farm animal care and handling.  
farm/company  
That means animals in our care deserve to be healthy, safe, and well-cared for.

### Our commitment to our customers

Working with animals is important work that we take seriously. We are proud of the work that we do, and we strictly enforce responsible farm animal care and handling among employees and service providers at our facility.

Every person who handles or comes into contact with an animal is required to support our core objective of responsible farm animal care and handling. The demonstration of that support is through the review and signing of this Code of Conduct agreement on a(n) \_\_\_\_\_ basis.  
quarterly/annual

### Our commitment to our employees

Your job is valuable and important to our animals, and our business. When you report an incident involving possible mistreatment, illness or injury involving one of our animals, we will take it seriously. We will document your concern. We will follow up to resolve the animal's situation, and/or provide additional training among employees.

### Our employees' commitment to us

Every one of our employees is required to handle and treat animals with respect and in accordance with \_\_\_\_\_ policies and rules as well as the federal, provincial, and municipal regulations under which we operate.  
farm/company

Any employee who is responsible for, observes or receives any information that alleges an animal on our property or in our care is being mistreated, mishandled, or treated or handled in a way that is contrary to our animal care policy/guidelines must report that information to \_\_\_\_\_  
name of point person immediately so that the situation can be corrected.

\_\_\_\_\_  
provide contact info

Failure to adhere to this agreement is cause for dismissal. \_\_\_\_\_  
farm/company reserves the right to refer animal-abusers to law enforcement for prosecution.

I, \_\_\_\_\_, understand and acknowledge that willful neglect, mishandling or abuse of  
employee name animals by any \_\_\_\_\_ employee or witnessing it and not reporting it  
farm/company is subject to discipline including immediate termination of employment, and that offenders may also be subject to prosecution under applicable laws.

\_\_\_\_\_  
Signature of employee

\_\_\_\_\_  
Signature of employer

\_\_\_\_\_  
Print name of employee

\_\_\_\_\_  
Print name and title of employer

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

*Important Note: Seek advice from your legal counsel and human resources department if appropriate to ensure any agreement meets relevant labour laws and union contracts.*