



## About Global Animal Partnership's (G.A.P.) Animal Welfare Certified™ Program

G.A.P.'s Animal Welfare Certified™ program assesses the level of welfare of animals on-farm, at collection points, during herd & load, during transport, and at slaughter. The Program consists of a series of species specific multi-tiered standards designed to assess farm animal welfare within different production systems. Each set of tiered standards—from Step 1 to Step 5+—has its own requirements that must be met before certification to that Step level is achieved.

These Standards for Turkey Herd and Load are not tiered, but any turkey operation that is G.A.P. Certified must use a Live Haul Company or Department that is G.A.P. certified under these standards.

As the standard-setter, G.A.P. does not conduct audits nor make Step-level certification decisions but rather accredits third-party certifiers to administer the Program. Authorized, third-party certifiers perform the audits and issue Step certificates, as appropriate. As such, producers, consumers, and retailers alike can be confident that Step-levels are fair, accurate, and free of conflict of interest.

For a company/brand to use the G.A.P. label in the marketplace, 100% of the product must come from farms that hold a current G.A.P. certificate. Use of the G.A.P. label is governed by G.A.P.'s Labelled Product Authorization (LPA) program and the regulations of the country the label will be used in.

G.A.P. believes that meaningful label claims, validated by third-party audits on every farm, are key to influencing the industry, raising consumer expectations, and creating long-lasting change for animals.

## About G.A.P.'s Animal Welfare Standards for Turkey Herd and Load v1.0

G.A.P.'s Animal Welfare Standards for Turkey Herd and Load covers the management, handling and loading of turkeys during the herd and load process.

These Standards were issued on October 12, 2022 and go into effect January 16, 2023. Any Live Haul Company or Department that is currently approved for herding and loading at G.A.P. Certified farms, do not need to have an immediate audit but are expected to meet the updated Standards when it goes into effect on January 16, 2023. Any Live Haul Company or Department audited on or after January 16, 2023 will be audited to this Standard.

The development process included consultation with industry representatives, producers, guidance from our Scientific Advisory Committee<sup>1</sup> and our third-party certifiers, and review and approval by the G.A.P. Board of Directors.

After three (3) certification cycles, the standards will be reviewed and revised in full based on key learnings from the launch, as well as any new, relevant scientific findings. The post-review and revision process will involve guidance from scientific experts, veterinarians, producers and our third-party certifiers, before the draft revision is presented to the G.A.P. Board of Directors for final review and approval. Thereafter, the standards will be reviewed and revised according to the protocol outlined in the G.A.P. Policy Manual.

<sup>1</sup> For more information on G.A.P.'s Scientific Advisory Committee, please visit [www.globalanimalpartnership.org](http://www.globalanimalpartnership.org).

At any time throughout the above-mentioned period, G.A.P. may clarify parts of the standard as issues with implementation arise, new technologies become available, or new scientific findings are made.

## About Global Animal Partnership

Global Animal Partnership (G.A.P) is one of the largest, and most respected animal welfare standards and labeling organizations in North America. Established in 2008, G.A.P. impacts the welfare of over 400 million animals each year through third-party certification of more than 4,000 farms. G.A.P. believes that meaningful label claims, validated by third-party audits on every farm, are key to influencing the industry, raising consumer expectations, and creating long-lasting change for farm animals. For more information, contact us at [info@globalanimalpartnership.org](mailto:info@globalanimalpartnership.org) or 877.427.5783.

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## Turkey Herd and Load Overview

A Live Haul Company or Department is defined as an external company or in-house department of a turkey supplier, that provides a herd and load service for turkey operations. In addition, individual farmers that herd and load at their own operation are also included in this definition. The process of herding and loading for delivery of live birds either to another operation or to a slaughter facility.


The Live Haul Company or Department must pass a G.A.P. audit before offering services to a G.A.P. Certified turkey operation. Live Haul Companies or Departments will not be assigned a Step-level, but rather will be granted a pass/fail designation and will hold a 'G.A.P. Certified' certificate.



Transportation and slaughter, as well as on-farm production, of G.A.P. turkeys is covered under G.A.P.'s 5-Step Animal Welfare Standards for Turkey v2.1 and are not part of this standard.

## How to Read these Standards

Each standard is numbered within each Section. There are also several symbols throughout the standard that are indicators of additional information.

In the example below, the ⓘ symbol prefaces additional information provided to aid in the understanding of the standard:

STANDARD	
3.5.1 	Turkeys must be herded without causing piling, smothering, trampling, jumping on each other, excessive wing flapping, and scratching during the herd and load event.
	ⓘ [3.5.1 a]: <i>Moving birds calmly, slowly, quietly, and in small groups helps to avoid the occurrence of these behaviors.</i>
	ⓘ [3.5.1 b]: <i>See Standard 3.5.2 and 3.5.3 for information on herding aids that assist with calm handling.</i>

Also, the  indicates the standard is considered a major non-conformance and a  beside the standard it is considered a critical non-conformance (see Section 4. Non-conformances and the G.A.P. Policy Manual for more details).

## Program Requirements

The following is applicable to each Live Haul Company or Department applying for certification to G.A.P.'s Animal Welfare Standards for Turkey Herd and Load v1.0.

### 1. General

- a. The standards in this document are requirements.
- b. The Live Haul Manager<sup>2</sup> and Crew Supervisor<sup>3</sup> or the producer (for operations that herd & load their own flocks), must have read the standards and prepared for the audit or the Live Haul Company or Department cannot be certified.
- c. The G.A.P. Policy Manual is a companion document to the standards, and details additional program requirements and terms of certification beyond that which is included in the standards (see <http://www.globalanimalpartnership.org/>).
- d. No standard in this document supersedes governmental regulations or laws, whether local, regional, state, provincial, territorial, federal, national, or other.
- e. A glossary defining specific terms and terminology used in these standards is located at the end of this document.

### 2. Applications

- a. Each Live Haul Company or Department is required to complete a G.A.P. Animal Welfare Turkey Herd and Load application each certification cycle.

### 3. Audit and Certification

- a. Each Live Haul Company or Department must be audited and certified prior to offering herd and load services to any G.A.P. Certified Turkey operation transporting turkeys to slaughter (includes thinning), or another operation (from brooder to grow out). This also includes farmers that do their own herd and load (see 3.i.).
- b. While herd and load services include birds moving from brooder operations to grow out operations, audits must be conducted on flocks going to slaughter.
- c. Given that a company's herd and load process and protocols are uniform, the herd and load events do not necessarily need to be observed on G.A.P. certified flocks, although it is preferred.
- d. Each Live Haul Company or Department must be audited once every 12 months. The exceptions to this are if two or more major non-conformance(s) are identified (see Section 4. Non-Conformances), then the next certificate will only be issued for a 6-month duration.
- e. Audits must be conducted in-person<sup>4</sup>.

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<sup>2</sup> **Live Haul Manager** – manages herding and loading of live turkeys, working with schedulers, management and crew supervisors to schedule the daily pickup, routing, biosecurity assuring, and coordinating shipping schedules with supervisors and facilities. Responsible for animal welfare program and compliance.

<sup>3</sup> **Live Haul Crew Supervisor** - supervises the Live Haul Crew in herding and loading birds for transport. Duties may include: directing the pickup of birds, assigning duties to the crew, monitoring animal welfare practices and procedures, and enforcing company safety and production standards and policies.

<sup>4</sup> This supersedes any previous policy that allowed video submissions of herd and load events.

- f. Outside of regularly scheduled audits, the Certifier may also conduct unannounced audits. This may not be a full audit but will be conducted in a manner consistent with a typical audit. The Certifier will arrange for the audit no more than 24 hours prior to arrival.
- g. The Live Haul Company or Department must be audited during real herd and load events. Mock demonstrations of herd and load are not acceptable.
- h. The Certifier will assess how many Live Haul Crews<sup>5</sup> to observe based on the total number of Live Haul Crew members at the Live Haul Company or Department, not including the Live Haul Crew Supervisor/Manager or other staff. At least 50% of the Live Haul Crew members must be observed once per certification cycle by the Certifier (see also 3.i. for the number of herd and load events). For example, a Live Haul Company has 3 Live Haul Crews each with 8 crew members, for a total of 24 crew members. Therefore, in order to meet the 50% requirement, at least 12 crew members (or 1.5 Crews) would need to be observed. However, as Crews need to be observed as a team, the Certifier would need to see a total of 2 Crews each certification cycle.
- i. The number of herd and load events that need to be observed for the audit needs to equal the number of Live Haul Crews observed in 3.h. For example, 2 Crews could not be audited during the same herd and load event.
- j. For individual operations (i.e. farms) that herd and load their own flocks and do not use a Live Haul Company or Department, the Certifier needs to observe one herd and load event for each certification cycle.
- k. For each herd and load event audited, at a minimum, the auditor must be present and observe at least 2 hours of herding and loading; this excludes the time for setting up and staging equipment.
- l. At the time of audit, the Live Haul Crew Supervisor responsible for the herd and load service must be present. A designated representative affiliated with the Live Haul Company or Department and/or Turkey Supplier may also be present at the time of the audit.
- m. After submission of G.A.P.'s Turkey Herd and Load application, the Certifier will provide each Live Haul Company or Department with G.A.P.'s pre-audit submission list detailing the records, policies, and protocols that need to be submitted at least 7 business days prior to the date the audit is scheduled to occur. This allows for the auditor to focus on the herd and load process rather than spending time reviewing additional documentation. **The audit cannot proceed without receipt of the document submission.**
- n. Auditors do not make approval determinations nor provide consultative service to producers on meeting standards requirements. Approval determinations are made by reviewers or other agents of authorized certification companies.
- o. Live Haul Companies or Departments are expected to maintain compliance to all standards throughout the whole certification cycle, not just at audit.
- p. If a standard has not been met at the time of initial audit, evidence must be provided confirming that the standard has been met before a certificate decision is issued.
- q. Certificates are issued for the Live Haul Company or Department as a whole, not for each crew. Split certificates will not be issued.

#### 4. Non-Conformances

**Note: This section provides a brief overview of the provisions of the G.A.P. Policy Manual relating to non-conformances. For further details please refer to that document.**

- a. If a Live Haul Company or Department fails to meet a standard, it will be considered a non-conformance. There are three categories of non-conformance: minor, major and critical.
- b. If a Live Haul Company or Department is issued a non-conformance, it must be addressed before a certificate can be issued (see G.A.P.'s Policy Manual).

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<sup>5</sup> **Live Haul Crew** - a small team of employees/contractors (whether part-time, full-time or seasonal) that are consistently scheduled to work together to move, handle and load turkeys onto trucks for transport to another operation or slaughter facility. Generally, crews consist of 4-10 people.

- c. If a Live Haul Company or Department receives a repeat non-conformance at the time of the next audit – the designation of minor, major and critical impacts the certification decision (see Repeat Non-conformances in G.A.P.’s Policy Manual).

In the example below, the **C** indicates that failure to meet the standard would be considered a critical non-conformance and results in denial of certification of the Live Haul Company or Department (see G.A.P.’s Policy Manual for further information).

STANDARD	
3.1.1 <b>C</b>	If any willful acts of abuse and/or egregious acts occur, the Live Haul Company or Department must immediately implement their zero-tolerance policy.
	<p><b>I</b> [3.1.1 a]: See Standard 1.2.1 for zero-tolerance policy.</p> <p><b>I</b> [3.1.1 b]: Examples of willful or egregious acts include but are not limited to kicking, striking, punching, hitting, dropping, throwing, beating, dragging, stomping, sitting on, running over, or otherwise causing harm or injury to turkeys is prohibited.</p> <p><b>I</b> [3.1.1 c]: This standard extends to all turkeys – healthy, sick, injured, and/or dead.</p>

In the example below, the **M** indicates that failure to meet the standard would be considered a major non-conformance. If a Live Haul Company or Department receives a repeat non-conformance at the time of the next audit, then it would be elevated in severity to a critical non-conformance and would result in denial of certification of the Live Haul Company or Department (see Repeat Non-conformances in G.A.P.’s Policy Manual).

STANDARD	
3.5.1 <b>M</b>	Turkeys must be herded without causing piling, smothering, trampling, jumping on each other, excessive wing flapping, and scratching during the herd and load event.
	<p><b>I</b> [3.5.1 a]: Moving birds calmly, slowly, quietly, and in small groups helps to avoid the occurrence of these behaviors.</p> <p><b>I</b> [3.5.1 b]: See Standard 3.5.2 and 3.5.3 for information on herding aids that assist with calm handling.</p>

In the example below, as there is no **C** or **M** beside the standard, failure to meet this standard would result in a minor non-conformance. If upon recertification, the Live Haul Company or Department was still not in compliance with this standard, it would be elevated to a major non-conformance (see G.A.P.’s Policy Manual).

STANDARD	
2.1.1	If pre-loaders, loaders and/or conveyor belts are used for loading turkeys into containers, they must: <ul style="list-style-type: none"> <li>a. be maintained according to manufacturer’s specifications; and</li> <li>b. be tested prior to use before each herd and load event.</li> </ul>
	<p><b>I</b> [2.1.1 a]: See Section 3.7 for details on appropriate management of birds on the pre-loaders, conveyor belts and loaders.</p> <p><b>I</b> [2.1.1 b]: For Standard 2.1.1b this is an operational check – there does not need to be a documented record.</p>

- d. If a Live Haul Company or Department is issued a critical non-conformance, certification will be denied.
- e. If a Live Haul Company or Department is issued 2+ major non-conformances, then if the non-conformances are addressed sufficiently, the certificate will only be issued for a 6-month duration rather than for 12 months.
- f. If a Live Haul Company or Department is issued a major or minor non-conformance, it needs to be addressed by corrective action and the response submitted to the certifier by the Live Haul Company or Department within 3 weeks from the date the certifier issues the audit report. The corrective action must be reviewed and accepted by the Certifier before a certificate is issued. If the Live Haul Company or Department does not respond to the non-conformance within 3 weeks, it will result in a shortened certificate or a re-audit (see Appendix I).

## **5. Equivalency**

- a. Any Live Haul Company or Department may choose to utilize an approved external remote video monitoring company (ERVMC), according to G.A.P.'s approved External Remote Video Monitoring Requirements (see Annex 1). In this case, the Live Haul Company or Department will automatically be in compliance with G.A.P.'s Animal Welfare Standards for Turkey Herd and Load v1.0.
- b. Any Live Haul Company or Department utilizing an approved ERVMC needs to address issues that are identified by the ERVMC.
- c. Approved ERVMCs are listed on Appendix II.
- d. Any Live Haul Company or Department utilizing an approved ERVMC is required to complete a G.A.P.'s Animal Welfare Turkey Herd and Load application each year.
- e. G.A.P. will verify the Live Haul Company or Department's relationship with the approved ERVMC and the use of the External Remote Video Monitoring Requirements on an annual basis and issue an equivalency letter of approval.
- f. If the Live Haul Company or Department's is using an ERVMC not listed in Appendix II please reach out to G.A.P.



## 1 COMPANY RESPONSIBILITIES, POLICIES, & TRAINING



① The intent of this Section is to support a Live Haul Company or Department’s adoption and implementation of a culture of humane animal treatment through all parts of the herd and load process.

1.1 Responsibilities	
1.1.1	The Live Haul Company or Department must maintain continuous certification to the G.A.P. Program.
	① [1.1.1]: See Program Requirements 3.d. for certification length.
1.1.2	The Live Haul Company or Department must submit records in an organized manner.
	① [1.1.2]: See Program Requirements 3.m.
1.1.3	The Live Haul Company or Department must keep all records, reports, G.A.P. certificates, and other materials and correspondence relating to G.A.P. certification for the full certification cycle.
	① [1.1.3 a]: Certain historical records and documents may not be available at the time of initial audit as the Live Haul Company or Department applying for G.A.P. certification was unaware they would be required and, therefore, cannot create them for past events. At the time of initial audit, record-keeping and documentation mechanisms must be in place to meet these standards.
	① [1.1.3 b]: At renewal audit, the Live Haul Company or Department must be able to provide the auditor access to the records and documents relating to the previous certification cycle.
1.1.4	The Live Haul Manager is responsible for ensuring that herd and load shifts are appropriately staffed to avoid undue fatigue on the Live Haul Crew.
	① [1.1.4]: The herd and load process is physically demanding and involves human-bird interactions; fatigue can affect the crew members ability to perform herd and load responsibly, so appropriate staffing is important.
1.1.5	The Live Haul Company or Department is responsible for ensuring that the requirements of G.A.P.’s Animal Welfare Standards for Turkey Herd & Load and the Live Haul Company or Department’s animal welfare policies are implemented by the Live Haul Crew at each herd and load.
1.2 Company Policies	
1.2.1	The Live Haul Company or Department must have a written zero-tolerance policy for willful acts of abuse and/or egregious acts towards all animals on-farm.
	① [1.2.1 a]: A zero-tolerance policy imposes a pre-determined punishment (i.e. termination) and does not allow discretion, extenuating circumstances, or a change in punishment to fit the circumstances.
	① [1.2.1 b]: See Standard 3.1.1 infonote b for examples of willful acts of abuse and/or egregious acts.
1.2.2	The Live Haul Company or Department must have a written animal welfare policy that protects the welfare and safety of the birds.
1.2.3	The Live Haul Company or Department must have a written policy on the Live Haul Crew’s responsibilities for responding to birds not fit for transport that is agreed upon with the farm manager ahead of the herd and load.
	① [1.2.3 a]: The policy must outline which party is responsible for euthanizing birds if birds are unfit for transport, including birds that have acute trauma and need immediate euthanasia – see Standard 3.2.3.
	① [1.2.3 b]: See Section 3.2, Section 4, and Appendix III for birds unfit for transport.
1.2.4	The Live Haul Company or Department must have a written whistleblower policy that allows a person to come forward with information on violations of adopted policies and specifies that the whistleblower is protected from retaliation or consequences.

1.2 Company Policies <i>Continued</i>	
1.2.5	<p>The Live Haul Company or Department must have a written policy on weather conditions that prohibit herd and load events from occurring as scheduled.</p> <p>① [1.2.5]: <i>The policy can be a short, simple statement but should cover all types of severe weather, which have the potential to pose a significant threat to human and animal health and safety, property, and critical infrastructure and include severe winter storms, floods, tornados, hurricanes, wildfires, earthquakes, or any combination thereof.</i></p>
1.2.6	<p>The Live Haul Company or Department must have a documented and implemented biosecurity program that covers:</p> <ol style="list-style-type: none"> <li>a. employee dress code (e.g. required use of coveralls, booties or boot sanitation, masks, hair nets, etc.)</li> <li>b. restriction of employees from keeping any avian species;</li> <li>c. trucks and equipment brought to the operation;</li> <li>d. clean-out procedures for containers between operations.</li> </ol>
1.2.7	<p>The Live Haul Crew must follow and comply with the turkey operation’s and/or the Live Haul Company’s biosecurity protocols, whichever are stricter.</p>
1.2.8	<p>The Live Haul Company or Department must have a written emergency procedures protocol if power sources are essential to the herd and load process.</p>
1.3 Training Program	
1.3.1	<p>The Live Haul Company or Department must have a written animal welfare training program that is presented in all necessary languages, and includes;</p> <ol style="list-style-type: none"> <li>a. description of all aspects of the individual’s responsibilities;</li> <li>b. an outline of what constitutes willful acts of abuse;</li> <li>c. description of biosecurity protocols;</li> <li>d. description of weather conditions that prohibit herd and load;</li> <li>e. description of emergency procedures (e.g. equipment malfunction, fire etc.);</li> <li>f. description of a process for reporting unacceptable crew member behavior including violations of the Company or Department’s animal welfare policy;</li> <li>g. a review of the Company or Department’s whistleblower policy;</li> <li>h. instruction on recognizing signs of normal and abnormal turkey appearance and behavior;</li> <li>i. instruction on low-stress herding, acceptable use of herding aids and flight zones, and acceptable catching, carrying and loading methods;</li> <li>j. instruction on identifying and responding to birds not fit for transport (see Standard 1.2.3, Section 3.2, and Appendix III);</li> <li>k. instruction on euthanasia of injured birds (if applicable, see infonote 1.3.1 below); and</li> <li>l. covers all requirements of this version of the G.A.P.’s Animal Welfare Standards for Turkey Herd &amp; Load.</li> </ol> <p>① [1.3.1]: <i>Please note for 1.3.1-k, if the Live Haul Company or Department’s policy (see Standard 1.2.3) for responding to birds discovered with acute trauma during the herd and load process includes euthanasia, then all members of the Live Haul Crew are expected to know what the process is and at least one crew member must be trained on how to actually conduct euthanasia according to Section 4.</i></p>
1.3.2	<p>The animal welfare training program must be provided to all Live Haul Crew members upon hire, prior to the individual’s handling of any turkeys, and at a minimum every 12 months.</p>




<b>1.3 Training Program Continued</b>	
<b>1.3.3</b>	At each training, the Live Haul Company or Department must issue a test to Live Haul Crew members on the Company or Department's animal welfare training program. <i>① [1.3.3]: The test can be written or verbal.</i>
<b>1.3.4</b>	The Live Haul Company or Department must keep a record of each Live Haul Crew member's animal welfare training, including dates of training, and topics covered.
<b>1.3.5</b>	If at any point in time a Live Haul crew member is identified as needing additional training, the Live Haul Company or Department must offer on-the-spot training and/or provide additional classroom training. <i>① [1.3.5]: This applies to any member of the crew regardless of whether they are full-time, part-time, seasonal or contractual.</i>








## 2 EQUIPMENT

2.1 Herding and Loading Equipment	
2.1.1	If pre-loaders, loaders and/or conveyor belts are used for loading turkeys into containers, they must: <ol style="list-style-type: none"> <li>a. be maintained according to manufacturer’s specifications; and</li> <li>b. be tested prior to use before each herd and load event.</li> </ol>
	① [2.1.1 a]: See Section 3.7 for details on appropriate management of birds on the pre-loaders, conveyor belts and loaders.
	① [2.1.1 b]: For Standard 2.1.1b this is an operational check – there does not need to be a documented record.
2.1.2 	Any equipment that the Live Haul Crew use to handle and load turkeys must not cause injury to turkeys and the Live Haul Crew.
	① [2.1.2]: See Standard 2.1.1 for details on mechanical loaders and conveyor belt equipment.
2.1.3	At a minimum, all equipment used to load and handle turkeys must be cleaned and sanitized at the end of each night of herding and loading.
2.2 Transport Containers	
2.2.1	Prior to loading birds, the Live Haul Crew Supervisor must make sure that containers, whether modules, coops, drawers, or other, are clean, not broken, or damaged, and will not cause injury to the turkeys.
	① [2.2.1]: The Supervisor needs to check at a minimum for broken floors, wires poking into the container, large holes, damaged doors, and that central supports are firmly fixed etc.
2.2.2	If the Live Haul Crew identify any containers that are damaged, they must not load turkeys into them.
2.2.3 	Wire floors are prohibited.
2.2.4	If solid flooring is not used, the Live Haul Crew Supervisor must make sure that turkeys are not loaded into containers that have slat gaps more than 0.65 inches (1.7 cm) wide.
2.2.5	The Live Haul Crew Supervisor must ensure that containers are of adequate height to allow the turkeys to move their heads freely while sitting.
2.3 Toxic Substances	
2.3.1	The Live Haul Crew Supervisor must make sure that turkeys are kept from contact with any potentially toxic substances (e.g., exhaust fumes from trucks, sanitation & cleaning products) during the herd and load process.

### 3 PROCESS

3.1 Handling	
3.1.1	If any willful acts of abuse and/or egregious acts occur, the Live Haul Company or Department must immediately implement their zero-tolerance policy.
	<p>① [3.1.1 a]: See Standard 1.2.1 for zero-tolerance policy.</p> <p>① [3.1.1 b]: Examples of willful or egregious acts include but are not limited to kicking, striking, punching, hitting, dropping, throwing, beating, dragging, stomping, sitting on, running over, or otherwise causing harm or injury to turkeys is prohibited.</p> <p>① [3.1.1 c]: This standard extends to all turkeys – healthy, sick, injured, and/or dead.</p>
3.2 Condition of Turkeys	
3.2.1	Turkeys that are unfit for transport are prohibited from being loaded.
	<p>① [3.2.1 a]: Turkeys meeting any of the criteria in Appendix III are considered unfit for transport.</p> <p>① [3.2.1 b]: For unfit birds see Standard 3.2.2, Standard 3.2.3, and Section 4 (if applicable).</p>
3.2.2	Any turkeys identified as unfit for transport must be kept away from herding and loading or moved into a designated cull pen.
	① [3.2.2 a]: See Appendix III – Unfit for Transport criteria.
	① [3.2.2 b]: The intent of this standard is to ensure that the herd and load process does not cause undue stress and/or further injury to birds that are unfit for transport.
	① [3.2.2 c]: See Standard 3.6.2 and Standard 3.6.3 for birds that need to be caught and carried.
3.2.3	① [3.2.2 d]: See Standard 3.10.2 for documentation to be left with the operation.
	Birds that are discovered with severe acute trauma during the herd and load process must be euthanized immediately.
	<p>① [3.2.3 a]: Severe acute trauma includes imminently fatal injuries.</p> <p>① [3.2.3 b]: Euthanasia can be conducted either by the farm manager, trained farm personnel or by a trained person on the Live Haul Crew per Standard 1.2.3 and Section 4 - Euthanasia.</p>
3.3 Thermal Comfort	
3.3.1	The Live Haul Crew must inform the farm manager of any issues with the thermal comfort of turkeys during the herd and load process.
	<p>① [3.3.1 a]: Flocks should be watched closely for excessive panting and/or wing drooping.</p> <p>① [3.3.1 b]: The farm manager can provide supplemental heating and/or cooling, fans/ventilation, windbreaks, and/or shade, as necessary.</p>
3.4 Staging Area	
① A staging area is designed to help facilitate the herd and load process. It is a small section within the barn, close to the exit, where the loading takes place.	
3.4.1	The Live Haul Crew must create a staging area to temporarily corral birds.
	<p>① [3.4.1 a]: This can be done by sectioning off part of the barn with gates, boards, or fences.</p> <p>① [3.4.1 b]: Without a staging area, the extra movement of walking back and forth can create more stress on the turkeys.</p>

3.5 Herding	
① Each flock of turkeys has a defined “flight zone” – how close a person can get before the flock moves away. By observing a flock’s reactions, crew members should adapt their distance and herding methods accordingly to ensure birds remain calm during the herd and load.	
3.5.1 	<p>Turkeys must be herded without causing piling, smothering, trampling, jumping on each other, excessive wing flapping, and scratching during the herd and load event.</p> <p>① [3.5.1 a]: Moving birds calmly, slowly, quietly, and in small groups helps to avoid the occurrence of these behaviors.</p> <p>① [3.5.1 b]: See Standard 3.5.2 and 3.5.3 for information on herding aids that assist with calm handling.</p>
3.5.2	<p>The following low stress herding aids are allowed:</p> <ol style="list-style-type: none"> <li>a. Nylon flags;</li> <li>b. Plastic bags;</li> <li>c. Boards;</li> <li>d. Tarps; and</li> <li>e. Fences.</li> </ol> <p>① [3.5.2]: If the Live Haul Company or Department would like to use other herding aids, written approval from G.A.P. must be received prior to using them for herding and loading.</p>
3.5.3	<p>Low stress herding aids must be used correctly. Turkeys must be given time to move.</p> <p>① [3.5.3]: Examples of aids being used incorrectly include poking animals in sensitive areas such as the eyes, head &amp; neck, cloaca, as well as hitting animals with the herding aids.</p>
3.6 Catching and Carrying	
① This sub-section refers to manual catching and carrying of birds.	
3.6.1	<p>For turkeys that are caught and carried individually to transport containers, lights must be dimmed throughout the loading process to keep birds calm.</p> <p>① [3.6.1 a]: See Standard 3.6.2 and Standard 3.6.3 for details on appropriate catching and carrying method.</p> <p>① [3.6.1 b]: Turkeys that are herded and loaded mechanically (using loaders and conveyor belts) do not have to have lights dimmed to encourage birds to move.</p>
3.6.2 	<p>Catching birds by only the tail, head, neck, or wing(s) is prohibited.</p> <p>① [3.6.2]: See Standard 3.6.3 for carrying birds and Appendix IV for illustration of acceptable catching and carrying methods.</p>
3.6.3 	<p>If turkeys are carried, the following conditions must be met:</p> <ol style="list-style-type: none"> <li>a. birds are either carried by i) both legs and the shoulder of one wing, or ii) both legs and the body cradled by a hand or forearm;</li> <li>b. turkeys are never carried only by the neck, leg(s), and/or wing(s);</li> <li>c. turkeys are never carried upside-down.</li> </ol> <p>① [3.6.3]: See Standard 3.6.2 for catching birds and Appendix IV for illustration of acceptable catching and carrying methods.</p>

3.7 Pre-loading and Loading into Containers	
3.7.1	Turkeys must not pile up on the pre-loader and loader equipment. <i>① [3.7.1]: Synchronizing the speed of the belts for both the pre-loader and the main loader is important to avoid piling.</i>
3.7.2 	The pre-loader and/or loader must be stopped immediately if a bird is caught in the equipment. The bird must be freed and assessed for injury before the loader is re-started. <i>① [3.7.2]: If birds are injured see Section 3.2 and Section 4.</i>
3.7.3 	Any birds that fall off the pre-loader and/or loader must be assessed and attended by a crew member. <i>① [3.7.3]: If birds are injured see Section 3.2 and Section 4.</i>
3.7.4 	Crew members that catch turkeys at the top of the loader must use two points of contact when moving birds into the container and must not handle birds roughly, such as grabbing, dragging, and shoving. <i>① [3.7.4]: Best practice is to support birds by the bottom of the neck and base of the tail.</i>
3.7.5 	Turkeys must be loaded into transport containers without causing injury.
3.7.6	Turkeys must be upright after they are loaded into the container.
3.7.7	All turkeys must be able to sit on the floor of the container at the same time.
3.7.8	The thermal comfort of birds in containers must be maintained at all times. <i>① [3.7.8 a]: The number of birds per container still needs to meet Standard 3.7.7.</i> <i>① [3.7.8 b]: This can be met by either reducing stocking density or the use of fans, fan coolers, windbreaks, and/or shade, as necessary.</i>
3.7.9	Container doors must be closed after the last bird in each container has been loaded.
3.7.10 	The Live Haul Crew must ensure that no heads, legs and/or wings are caught or protruding while the container door is closing.
3.8 Moving Containers	
<i>① This sub-section refers to moving containers within and outside the barn but doesn't apply to transport on the trucks. For truck transport see G.A.P.'s 5-Step Animal Welfare Standards for Turkey v2.1.</i>	
3.8.1	If forklift equipment is used to move containers, it must be able to handle the expected load.
3.8.2	Forklift equipment must be operated by a certified/trained person.
3.8.3	Loaded containers must be moved in a horizontal position and avoid tilting.
3.8.4 	Loaded containers must be moved without dropping or sudden jarring.
3.8.5 	The forklift equipment must not cause injury to birds. <i>① [3.8.5]: If birds are injured see Section 3.2 and Section 4.</i>
3.9 Escaped Birds	
3.9.1	Before each truck is moved, any birds that have escaped must be moved back into the barn or loaded onto the truck. <i>① [3.9.1]: If birds are injured see Section 3.2 and Section 4.</i>

### 3.10 Herd and Load Service Record

① Form 1 can be downloaded at [www.globalanimalpartnership.org](http://www.globalanimalpartnership.org)

<b>3.10.1</b>	A herd and load service record must be completed on Form 1 by the Live Haul Crew Supervisor at each herd and load event. ① [3.10.1 a]: <i>The service record includes: operation name &amp; address; Live Haul Crew Supervisor name and crew id/names; date of herd and load; start and end times for herding and loading turkeys into transport containers; number of turkeys loaded; number of unfit birds; number of turkeys euthanized (if applicable); number of trucks loaded; and sign off by the Live Haul Crew Supervisor that the requirements in Standard 2.2.1, 3.1.1, and 3.7.7 have been met.</i> ① [3.10.1 b]: <i>These records need to be kept on file by the Live Haul Company for the full certification cycle – see also Standard 1.1.3.</i>
<b>3.10.2</b>	The Live Haul Supervisor must provide the farm manager with a written record of the number of birds unfit for transport and/or the number of birds euthanized by the Live Haul Crew.





## 4 EUTHANASIA

① Before reviewing this Section, please see Standard 1.2.3 to determine if this Section applies.

*If the Live Haul Company or Department's policy for responding to birds discovered with acute trauma during the herd and load process includes euthanasia by a trained Live Haul Crew member, then the following Section applies.*


*If the policy does not allow the Live Haul Crew to euthanize birds, then the following Section does not apply and euthanasia of these birds is covered under the G.A.P.'s 5-Step Animal Welfare Standards for Turkey v2.1.*

4.1 Euthanasia	
4.1.1	Euthanasia must be performed by a trained person.
	<p>① [4.1.1 b]: <i>At least one crew member present at the herd and load must be trained on how to conduct euthanasia.</i></p> <p>① [4.1.1 b]: <i>The Live Haul Crew will not be required to demonstrate the ability to euthanize an animal in order to show compliance with this standard, but they must be able to describe the training they have received and articulate to the auditor how they would perform the procedure and the visual indicators of unconsciousness, and the physical parameters that confirm death.</i></p>
4.1.2 	Euthanasia must cause rapid and irreversible insensibility immediately followed by death.
	① [4.1.2]: <i>See Standard 4.1.6 for acceptable and unacceptable methods of euthanasia.</i>
4.1.3	The person performing euthanasia must remain with the turkey(s) until death is evident.
4.1.4	Euthanasia equipment must be maintained according to manufacturer's specifications.
4.1.5 	Turkeys can be restrained during euthanasia only if the following conditions are met: <ul style="list-style-type: none"> <li>a. wings are restrained against the body;</li> <li>b. turkeys are never restrained solely by neck, legs, or by stretching the wings; and</li> <li>c. restraint does not cause injury.</li> </ul>
	① [4.1.5 a]: <i>Restraint devices, such as cones, are allowed as long the bird is euthanized immediately and meets all the requirements for restraint.</i>
	① [4.1.5 b]: <i>Crossing and/or interlocking the wings as a means of restraint is not acceptable.</i>

#### 4.1 Euthanasia Continued

Methods of euthanasia are listed below, where YES indicates an acceptable method and NO indicates an unacceptable method:

METHOD	Acceptable?
Penetrating captive bolt pistol <sup>6</sup>	YES
Non-penetrating captive bolt pistol <sup>6</sup>	YES
Gunshot to the head	YES
Veterinarian administered overdose of injectable anesthetics, including barbiturates and barbituric acid derivatives	YES
Gas stunning and killing systems <sup>6</sup> using (1) multi-phase carbon dioxide <sup>7</sup> , (2) argon, (3) nitrogen, or (4) a mixture of these gases	YES
Electrical stun knife <sup>6</sup> (only permitted if bird is stunned prior to cutting the neck)	YES
Manual cervical dislocation (i.e. use of hands only to dislocate the neck as near to the head or skull as possible)	NO
Manually applied blunt force trauma to the head	NO
Mechanical cervical dislocation (i.e. equipment that pulls/crushes the neck such as wringers or poultry pliers or handheld cervical dislocators)	NO

4.1.6 


- ① [4.1.6 a]: If the Live Haul Company or Department would like to use a method of euthanasia not listed above, written approval from G.A.P. must be received prior to use in order to meet this Standard.
- ① [4.1.6 b]: With gunshot and captive bolts, fatigue can be an issue, so G.A.P. encourages appropriate staffing and training.
- ① [4.1.6 c]: Whichever acceptable method is used, the safety of handlers and other people in the immediate area must be prioritized. Safety considerations include but not limited to: proximity to the animal, size of animal, restraint method required, and the likelihood of error in delivery (e.g. missed gunshot hitting people or other animals).
- ① [4.1.6 d]: If turkeys are restrained during euthanasia, handling methods should meet the requirements described in Standard 4.1.5.
- ① [4.1.6 e]: The Live Haul Company or Department can use their own equipment or the turkey operation's.

<sup>6</sup> Only permitted if purpose built for turkeys and used to the manufacturer's specifications.

<sup>7</sup> Multi-phase carbon dioxide systems must have at least two phases where the first phase has a lower concentration of carbon dioxide to render the birds unconscious before higher levels of carbon dioxide are introduced.

## 5 MONITORING

① Given the nature of the work, self-assessments are important in recognizing opportunities for continuous improvement and identifying preventative measures to ensure animal welfare is protected. In addition to third-party auditing, the intent of this Section is to provide the Live Haul Company or Department with a way to provide regular feedback to their Live Haul Crews.

5.1 Monthly Self-Assessments	
① Form 2 can be downloaded at <a href="http://www.globalanimalpartnership.org">www.globalanimalpartnership.org</a>	
5.1.1 	<p>The Live Haul Company or Department must conduct herd and load self-assessments at least once a month on each Live Haul Crew.</p> <p>① [5.1.1 a]: Self- assessments can be conducted on any turkey flock – it does not have to be on G.AP. Certified birds.</p> <p>① [5.1.1 b]: No self-assessment(s) is required the month of the G.A.P. audit as that will be audited by the G.A.P. approved third-party certifier and no self-assessment(s) is required when there are no herd and load events in a given month.</p>
5.1.2	<p>The herd and load self-assessment must be conducted by a quality assurance or compliance manager, or another trained manager who is not a direct member of the Live Haul Crew.</p> <p>① [5.1.2 a]: Live Haul Crew Supervisors or Live Haul Crew members are not allowed to conduct the assessment.</p> <p>① [5.1.2 b]: The self-assessment must be done in-person.</p>
5.1.3	<p>The herd and load self-assessments must be completed on Form 2 and these records must be kept for a full certification cycle.</p> <p>① [5.1.3 a]: Form 2 can be downloaded at <a href="http://www.globalanimalpartnership.org">www.globalanimalpartnership.org</a></p> <p>① [5.1.3 b]: See also Standard 1.1.3</p>
5.1.4	<p>The quality assurance or compliance manager, or another trained manager must provide a list of any incident(s) observed to the Live Haul Manager and Crew Supervisor immediately following the assessment.</p> <p>① [5.1.4]: An incident is defined as any non-conformance flagged on Form 2.</p>
5.1.5	<p>The Live Haul Manager and/or Live Haul Crew Supervisor needs to implement a corrective action plan to address any incident(s) that are observed.</p> <p>① [5.1.5]: See Standard 1.3.5. if the corrective action plan includes additional training.</p>

## 6 BIRD CONDITION AT THE SLAUGHTER FACILITY

① *This Section is RECOMMENDED only. If these recommended standards are not met, it does not result in non-conformances and does not affect the final result of certification.*

① *It's G.A.P.'s goal to set up a framework in the future to provide continuous feedback from the slaughter facility to both the farm and the Live Haul Company or Department to monitor bird condition, health and handling performance so that any potential issues can be mitigated quickly. These are the two areas that G.A.P. is recommending:*

- A. The Slaughter Facility should provide flock data, based on the live haul process, to the Live Haul Company or Department for the following:
  - DOAs (dead-on arrival);
  - Broken legs;
  - Broken/dislocated wings; and
  - Thigh bruising.
  
- B. The Live Haul Company or Department should monitor the slaughter facility data. If feedback from the slaughter facility indicates there's an issue with any of the components with Recommended Standard A., the Live Haul Company or Department must implement corrective action.

## Appendix I: Certificate Length for Late Corrective Action Submission

*For corrective action submitted after the 3-week deadline, the following will apply:*

<b>Corrective action submitted <u>after</u> the 3-week time frame</b>	<b>Certifier will remove the following time from the certificate length</b>
1 week overdue	2 weeks
2 weeks overdue	4 weeks
3 weeks overdue	6 weeks
4 weeks overdue	Re-audit necessary

## Appendix II: Approved External Remote Video Monitoring Companies

*Only Live Haul Companies or Departments utilizing the services of an approved external remote video monitoring company listed below will be recognized as equivalent to G.A.P.'s Animal Welfare Standards for Turkey Herd and Load v1.0 (see Program Requirements Section 5).*

Company Name	Approved?
Arrowsight Inc	Yes

### Appendix III: Unfit to Transport


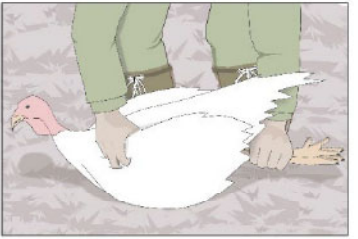
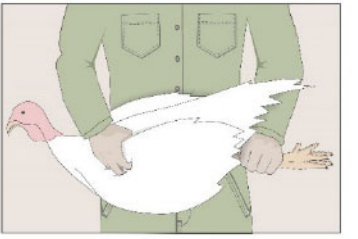
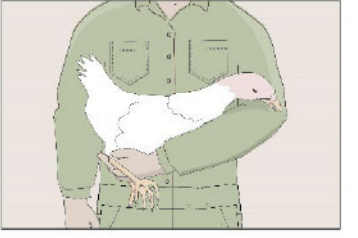
Making sure birds are fit to load into transport containers is extremely important. The Live Haul Crew must keep any birds listed below away from the herd and load process or move them to a designated cull pen and not load them into transport containers per Section 3.2.

Birds that are Unfit to Transport	Description
Acute trauma	Imminently fatal injuries. These birds must be euthanized <u>immediately</u> – see Standard 3.2.3 for more details.
Weak and/or not alert	Birds do not move away when being herded, they may have their head lying on the litter and feathers fluffed up. This is different from birds that become fatigued during herding.
Excessive discharge from eyes and/or nostrils	Excessive fluid draining from the eyes or nostrils. This might also be seen with swollen eyes and/or swollen head.
Dislocated/broken/exposed bones	Wings might droop on the ground, legs may stick out at odd angles.
Non-ambulatory	Bird is unable to rise and/or stand.
Severely lame	Bird is reluctant or unable to move, uses wings to help with movement. Takes a few steps at most, has great difficulty walking.
Exposed tissue	Large, open wounds
Swollen head/neck	Face or head is puffy and eyes swollen shut, wounds may be present on their heads.

Adapted from: [http://www.poultryserviceassociation.com/uploads/2/7/9/6/27967763/2019\\_poultry\\_handling\\_and\\_transportation\\_manual.pdf](http://www.poultryserviceassociation.com/uploads/2/7/9/6/27967763/2019_poultry_handling_and_transportation_manual.pdf)

## Appendix IV: Acceptable Catching and Carrying Methods for Turkeys

The illustrations below demonstrate acceptable catching and carrying methods for different sized turkeys as per Standard 3.6.2 and 3.6.3. Reasons for carrying a turkey include but are not limited to moving a turkey to the designated cull area, or if the Live Haul Company or Department has a manual catching process.

Catching and Carrying Turkeys	Illustration
<p>Birds are caught by both legs. The legs are brought behind the turkey and the catcher can lower the bird to the ground to rest on its breast. <b>Catching birds by only the tail, head, neck, or wing(s) is not allowed.</b></p> <p>The best practice and easiest way to catch turkeys is to corral them into a corner, reducing the amount of space the turkey has to move.</p>	
<p>Both shanks are placed in one hand. With the other hand, the catcher grasps the shoulder of a wing, before picking up the turkey.</p> <p>Best practice is to hold the shoulder of the wing furthest from the catcher as shown in the illustration.</p>	
<p>The catcher then is able to lift and hold the bird close to their body. <b>Carrying birds by only by the neck, leg(s), and/or wing(s) or upside-down is not allowed.</b></p>	
<p>For smaller turkeys, birds can be cradled and supported by the forearm while the bird's shanks are held.</p>	

Adapted from: <https://www.hsa.org.uk/catching-and-handling/turkeys> and <https://www.extension.purdue.edu/extmedia/AS/AS-642-W.PDF>



## Form 1: Herd and Load Service Record

The Live Haul Crew Supervisor must complete this form for each flock loaded. All trucks need to be checked but only one form needs to be completed for the herd and load event. This form must be downloaded in full at the G.A.P. website - [www.globalanimalpartnership.org](http://www.globalanimalpartnership.org)

### G.A.P.'s Turkey Herd and Load Form 1: HERD AND LOAD SERVICE RECORD



**Instructions:** The Live Haul Crew Supervisor must complete this form once for each herd and load event. All trucks need to be checked but only one form needs to be completed.

LIVE HAUL COMPANY CONTACT INFO:	
Name of Company	
Crew Supervisor	
Crew ID or Crew Members	

HERDING AND LOADING FOR:	
Farm/Operation Name	
Farm/Operation Address	
Date of Herd & Load	

DETAILS			
Start time of herding (first turkey moved):		End time of loading (last turkey loaded):	
Total # of Birds Loaded:		Total # of Birds Unfit for Transport:	
Number of Trucks Loaded:		Total # of Birds Euthanized (if applicable):	

PLEASE CHECK ALL STATEMENTS BELOW:			YES	NO
1	Birds were only loaded into clean transport containers.			
2	Birds were only loaded into transport containers in good working condition.			
3	All turkeys can sit on the floor of the transport container at the same time.			
4	No willful or egregious acts of abuse occurred.			

SIGNATURE:	
You represent and acknowledge that all information on this form herein is accurate.	
Crew Supervisor Printed Name:	
Crew Supervisor Signature:	Date:

## Form 2: Monthly Self-Assessment Form

This form must be completed by a quality assurance or compliance manager, or another trained manager for each crew at least once a month. This form can be downloaded in full at the G.A.P. website - [www.globalanimalpartnership.org](http://www.globalanimalpartnership.org)

### G.A.P.'s Turkey Herd and Load Form 2: MONTHLY SELF ASSESSMENT



#### ASSESSMENT INSTRUCTIONS

The herd and load self-assessment must be conducted in-person by an Assessor (either a quality assurance or compliance manager, or another trained manager who is not a direct member of the Live Haul Crew).

At least 2 hours of herding and loading must be observed (this excludes time taken for setting up and/or staging equipment).

Please review the following questions and answer based on the observations made during the Assessment. **Answers checked in the grey boxes indicate an incident.**

Even if an incident is corrected at the time of the Assessment, it should still be marked as an incident on this Form. Please use the Notes Section at the end to include details about the incident observed so that the Live Haul Manager and Crew Supervisor can develop an appropriate corrective action plan.

#### MONTHLY SELF-ASSESSMENT INFORMATION

Live Haul Company or Department:			
Assessor Name:		Assessor Title:	
Live Haul Crew Supervisor:		Live Haul Crew ID:	
Farm Name:			
Farm Address:			
Date of Herd & Load:			
Herd & Load Start/End Times:		Start Time:	End Time:
Assessment Start/End Times:		Start Time:	End Time:

HANDLING		YES	NO
1	Did any member of the Crew engage in willful acts of abuse and/or egregious acts including, but not limited to, the following: <ul style="list-style-type: none"> <li>• Kicking</li> <li>• Striking/Hitting</li> <li>• Punching</li> <li>• Dropping</li> <li>• Throwing</li> <li>• Beating</li> <li>• Dragging</li> <li>• Stomping</li> <li>• Sitting on</li> <li>• Running over</li> <li>• Purposefully causing injury</li> </ul>		

CONDITION OF TURKEYS AND THERMAL COMFORT		YES	NO
2	Were any turkeys with acute trauma or weakness or excessive discharge from eyes/nostrils or dislocated/broken/exposed bones or large open wounds or a swollen head/neck loaded into containers?		
3	Were any severely lame or non-ambulatory or otherwise injured turkeys loaded into containers?		
4	Were any turkeys injured during the herding process?		
5	Were there any birds that were discovered with acute trauma? If YES, Were the birds immediately euthanized? <i>This could be done by the farm manager or trained person on the Live Haul Crew.</i>		

### G.A.P.'s Turkey Herd and Load Form 2: MONTHLY SELF ASSESSMENT



6	Did the turkeys show signs of heat or cold stress? If YES, Was the farm manager alerted?		
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EQUIPMENT CHECKS		YES	NO
7	Did the Live Haul Crew Supervisor check that the containers were clean and not broken or damaged?		

HERDING		YES	NO
8	Did turkeys pile, smother, trample or jump on each other, perform excessive wing flapping or scratching?		
9	Were handling aids other than nylon flags, plastic bags, boards, tarps or fences used?		
10	Were handling aids used correctly?		

CATCHING AND CARRYING		YES	NO
11	Were any turkeys caught or carried only by the tail, head, neck, or wing(s)?		
12	Were any turkeys carried upside down?		

PRE-LOADING AND LOADING		YES	NO
13	Did any turkeys pile up in the pre-loader or loader? Were any birds caught in the equipment?		
14	If YES, Was the equipment stopped immediately and the bird attended to before restarting any equipment? Please indicate how many birds were caught:		
15	Did any birds fall off the loading equipment? If YES, Were the birds attended to immediately? Please indicate how many birds fell off equipment:		
16	Were turkeys grabbed, dragged, or shoved into the containers?		
17	Were any turkeys injured while being loaded into the containers?		
18	Did the Crew make sure that no heads, legs, or wings were caught while the container door was closing?		
19	Were turkeys all able to sit on the floor of the transport container at the same time?		

MOVING CONTAINERS, if applicable		YES	NO
20	Were containers tilted while moving?		
21	Were there any dropping and sudden jarring movements while moving containers?		
22	Were any turkeys injured by the forklift equipment?		

ESCAPED BIRDS		YES	NO
23	Were there any escaped birds? If YES, Before the truck moved, were the birds moved back into the barn or loaded onto the truck? Please indicate how many birds escaped:		

## Annex 1: External Remote Video Monitoring Company (ERVMC) Requirements<sup>8</sup>

Per Section 5 of the Program Requirements (p.9), the Live Haul Company or Department has the option to work with an approved ERVMC. In order for the Live Haul Company or Department to qualify for a letter of equivalency to G.A.P.'s Animal Welfare Standards for Turkey Herd and Load Standard v1.0, the ERVMC must follow the requirements listed below. G.A.P. must approve the ERVMC before equivalency is recognized.

1. The ERVMC must fill out an initial application to G.A.P. and provide a demo of the video recording technology and camera views to G.A.P.
2. The ERVMC must agree to the terms and conditions in the signed agreement between G.A.P. and the ERVMC.
3. On an annual basis, the ERVMC will confirm to G.A.P. that the Live Haul Company or Department has a current contract with the ERVMC.
4. G.A.P. will then issue an equivalency letter of approval to the Live Haul Company or Department.
5. The ERVMC must follow the terms and conditions in the agreement above and the requirements listed below so that the Live Haul Company or Department can receive a letter of equivalency to G.A.P.'s Animal Welfare Standards for Turkey Herd and Load Standard v1.0:

Observations	
E1	Every herd and load event in its entirety must be recorded.
	ⓘ [E1]: Recordings must start when the Live Haul Crew first enters the barn and ends when the whole Live Haul Crew leaves the barn.
E2	The quality of recordings must be such that the condition of turkeys can be seen and Live Haul Crew Members can be seen.
	ⓘ [E2]: Video resolution (pixels) will be impacted by lighting, frame rate, and aspect ratio.
E3	Each recording of herd and load must cover: <ol style="list-style-type: none"> <li>a. Staging;</li> <li>b. Handling;</li> <li>c. Herding;</li> <li>d. Use of the pre-loader and loader equipment; and</li> <li>e. Loading into transport containers (includes a manual catch, catching at the top of the container, or an automated loader directly into the container).</li> </ol>
E4	Every herd and load recording must be observed by a trained person for the following criteria: <ol style="list-style-type: none"> <li>a. Willful or egregious acts including kicking, striking, punching, hitting, dropping, throwing, beating, dragging, stomping, sitting on, running over, or otherwise causing injury to turkeys;</li> <li>b. Turkeys piling, smothering, trampling, jumping, excessive wing flapping, and scratching each other;</li> <li>c. Catching birds by only the tail, head, neck, or wing(s);</li> <li>d. Carrying birds upside-down, or solely by the neck, leg or wing(s);</li> <li>e. Unfit birds loaded into containers;</li> <li>f. Loading birds without two points of contact on the bird; and</li> <li>g. Dropping or sudden jarring of loaded containers.</li> </ol>

<sup>8</sup> These requirements only apply to ERVMC's approved by G.A.P. as equivalent to the Turkey Herd and Load Standard v1.0 - this is not a protocol for remote auditing by certifiers.

<b>Frequency of Video Monitoring</b>	
<b>E5</b>	<p>A minimum of 40 minutes per day of herding and loading must be randomly sampled and reviewed by the ERVMC.</p> <p>① [E5 a]: <i>The samples need to cover the phases of herd and load outlined in E3.</i></p> <p>① [E5 b]: <i>For initial on-boarding of a Live Haul Company or Department, the samples may be longer than 40 minutes to establish a baseline for testing equipment and protocols.</i></p>
<b>Feedback</b>	
① <i>Any Live Haul Company or Department utilizing an approved ERVMC needs to address issues that are identified by the ERVMC (see Program Requirements 5.b)</i>	
<b>E6</b>	The ERVMC must have a mechanism in place to provide feedback to the Live Haul Company or Department.
<b>E7</b>	<p>The ERVMC reviewer must watch each Live Haul Crew video recording within 24 hours of the herd and load event.</p> <p>① [E7]: <i>The ERVMC will need to coordinate with the Live Haul Company or Department to ensure they upload videos at the end of each day in order to meet this requirement.</i></p>
<b>E8</b>	<p>The ERVMC reviewer must provide a list of any observations listed in E4 to the Live Haul Company within the same day of review.</p> <p>① [E8]: <i>This information is only shared between the ERVMC and the Live Haul Company or Department.</i></p>
<b>E9</b>	On a quarterly basis, the ERVMC must summarize the counts of observations based on E4 and provide a report to the Live Haul Company or Department.

## Glossary

Acute trauma	<i>Severe and with sudden onset and includes imminently fatal injuries.</i>
Euthanasia	<i>The act of killing an individual turkey using a method that prevents or reduces pain and suffering in response to an irrecoverable illness or injury.</i>
External Remote Video Monitoring Company	<i>An external company that offers video recording, video review and scoring services that provides real-time feedback.</i>
Flight zone	<i>The distance a person can get to a bird before the bird moves away.</i>
Flock	<i>A barn/house of turkeys.</i>
Herd and Load Event	<i>The time a live haul crew enters a barn to load a flock of turkeys into transport modules until the time the crew finishes loading the flock of turkeys.</i>
Herding	<i>Walking turkeys as a group towards the staging and pre-loading area.</i>
Incident	<i>Any non-conformance identified on Form 2 as part of the monthly self-assessments.</i>
Live haul	<i>The process of herding and loading for delivery of live birds either to another operation or to a slaughter facility.</i>
Live Haul Company or Department	<i>An external company, or in-house department of a turkey supplier, that provides a herd and load service for turkey operations. In addition, individual farmers that herd and load at their own operation are also included in this definition.</i>
Live Haul Crew	<i>A small team of employees/contractors (whether part-time, full-time or seasonal) that are consistently scheduled to work together to move, handle and load turkeys onto trucks for transport to another operation or slaughter facility. Generally, crews consist of 4-10 people.</i>
Live Haul Crew Supervisor	<i>A person at the Live Haul Company or Department who supervises the Live Haul Crew in herding and loading birds for transport. Duties may include: directing the pickup of birds, assigning duties to the crew, monitoring animal welfare practices and procedures, and enforcing company safety and production standards and policies.</i>
Live Haul Manager	<i>A person at the Live Haul Company or Department who manages herding and loading of live turkeys, working with schedulers, management and crew supervisors to schedule the daily pickup, routing, biosecurity assuring, and coordinating shipping schedules with supervisors and facilities. Responsible for animal welfare program and compliance.</i>
Loading	<i>Moving turkeys into transport containers, whether manually or mechanically.</i>
Low stress herding aids	<i>Equipment that can be used, in conjunction with the flight zone, to move birds slowly and calmly.</i>
Operation	<i>A farm or ranch raising turkeys (see Program Requirements in G.A.P.'s 5-Step Animal Welfare Standards for Turkeys).</i>
Slaughter Facility	<i>A facility specifically designed to slaughter and process turkeys.</i>
Thinning	<i>The process where turkeys are raised in a single barn but removed at different times based on different weight classes.</i>
Transport Containers	<i>Modules, coops, drawers or other containers designed to transport turkeys.</i>
Whistleblower Policy	<i>A policy that allows a person to come forward with information on violations of adopted policies and specifies that the individual is protected from retaliation or consequences.</i>
Zero-tolerance Policy	<i>A policy that imposes a pre-determined punishment (i.e. termination) and does not allow discretion, extenuating circumstances, or a change in punishment to fit the circumstances.</i>