ANIMAL WELFARE PROGRAM		
PITMAN FAMILY FARMS PFF	**AW-SOP-000: ANIMAL WELFARE MANUAL TABLE OF CONTENTS**	
	Revision No. 2	Revision Date: 10/12/2022
	Replaces:	Revision Date: 5/19/2019
	Prepared by:	Ben Pitman

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COMPANY POLICY & EMPLOYEE CODE OF CONDUCT		
PITMAN FAMILY FARMS PFF	**Company Policy & Employee Code of Conduct**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF-001**
	Ben Pitman	

Company Policy

The company policy must be available to all workers, in their native language. Workers must understand their responsibilities under, the Company Policy, which must include as a minimum:

- Emphasis of the company's commitment to providing an environment which promotes high standards - of animal welfare;
- The company has implemented a "zero-tolerance" policy which states that kicking, throwing, yelling at, purposefully scaring, and upon the discretion of the company, these actions are grounds for immediate dismissal; and
- The company has implemented an animal welfare "whistle blower" policy that protects employees who report animal welfare issues.

This pertains to all Pitman Farms and contract grow-out ranches

Employee Code of Conduct

- All personnel are expected to handle the broilers in a positive and compassionate manner at all times.
- Each worker has the responsibility for, and is expected to contribute to, upholding high standards of animal welfare at all times as each performs his or her duties.
- In addition to the worker's assigned duties, each worker must also be aware that the basic requirements such as adequate feed, water, lighting, ventilation, temperature control, and biosecurity must be provided to the broilers at all times, and a supervisor must be notified if any of these basic necessities is lacking.
- All personnel must have access to the Animal Welfare Incident Report or a similar company document and must be instructed to complete and submit this document whenever they observe incidents related to animal welfare that cause them concern.

Documentation: It is the responsibility of all Pitman Farms management to provide adequate training and documentation. The employees and Contract ranches are responsible for enforcing the program in their areas of responsibility

Confidential Hotline

1-844-3PITMAN or 1-844-374-8626

All Employees:

You play a valuable role in not only supporting but defending our values of:

- Excellence
- Honesty
- Quality
- Service
- People

We have created a confidential toll-free Hotline for the reporting on any concerns:

- Safety
- Food Safety
- Fraud/ Theft
- Environmental Issues
- Potential Workplace Violence
- Intentional Abuse of Chickens or Turkeys

Thank you for your continued support.

Para todos los Empleados:

Usted juega un papel valioso en no solo apoyar pero defender nuestros valores de:

- Excelencia
- Honradez
- Calidad
- Servicio
- Personas

Hemos creado una Linea Directa gratuita confidencial para que reporte cualquier problema en:

- La Seguridad
- La Seguridad Alimenticia
- Fraude
- Asuntos Ambientales
- Posible Violencia en el Lugar de Trabajo
- Abuso lntencional de Polios o Pavos

Gracias por su apoyo.

COMPANY POLICY & EMPLOYEE CODE OF CONDUCT		
PITMAN FAMILY FARMS PFF	**Animal Welfare Management**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 002**
	Ben Pitman	

Management

The Pitman Poultry Farms Corporate Animal Welfare Committee includes:

- Richie King (CEO)
- Terry Thompson (Live Operations Director)
- Ron O'bara (Broiler Processing Plant Manager)
- Maritza Rodriguez (Director, Human Resources)
- Ben Pitman (Animal Welfare, Officer)

This committee will meet biannually, or as needed, to discuss current animal welfare (AW) issues, give general direction to the AW program, and review AW policy and audit results. The AW Officer will serve as the chairman of the committee. The AW Officer will be responsible for facilitating committee meetings and general oversight of the program. Each production facility has specified management personnel who are responsible for performance of the program in that department.

Responsibilities

Live Operations Manager – chicken, duck, geese and turkey

Responsible for all live operation programs, including farm care: broiler, breeder, live haul, and hatcheries. This manager will ensure that the standards of bird care are maintained throughout and regular evaluations are performed. The Live Operations Team and HR will ensure that AW training is being conducted and documented regularly. This includes training growers and hatchery employees for all poultry, to be conducted by managers in those departments. Live Operations Manager will ensure that all farms have the proper and necessary equipment and housing agreed-upon to meet the standards in poultry care. Live haul may also be reviewed to ensure that training is being conducted with catch crews to ensure that all birds are being handled with the highest regard to animal welfare from the farm to the holding sheds at processing plant.

Broiler Processing Plant Manager

Responsible for all plant aspects of the program, including live haul and the arrival of the birds to the production facility. This includes live haul, birds in holding sheds, and through first processing. Manager will work with Quality Assurance Manager and Processing Supervisors to ensure the highest standards of bird care are maintained throughout the plant. Frequent program audits will be completed on a regular basis to ensure that the standards are being maintained. These reviews include catching, transportation to the plant, live haul cages, and trucks entering holding sheds through first process.

Human Resources (HR)

Responsible for ensuring training materials are available and current. Training records will be completed and current with Animal Welfare Training and new hire training and documentation will be completed before handling life animals. Any and all welfare incidents or issues involving employees will be handled through the HR Management.

RECORDS OF STOCKPERSON TRAINING		
PITMAN FAMILY FARMS PFF	**Training Caretakers**	
	Revision No. 2	Revision Date: 5/20/19
	Prepared by:	**PF 003**
	Ben Pitman	

Pitman Family Farms growers/caretakers must understand their job responsibilities and the affects that they have on the birds. It is imperative that growers understand the basic behavior of turkeys and are able to recognize signs of good health.

A. Behavior of Turkeys
    a. Normal behavior of turkeys
        i. Activity in the house
            1. Even spread of birds eating, drinking, resting or moving about the house
    b. Abnormal behavior of turkeys
        i. No activity
            1. No eating, drinking, resting or moving about the house
            2. Abnormal gait/inability to move
    c. Excessive activity
        i. Birds are very loud
B. Bird handling
    a. Avoid sudden movements to reduce stress
    b. Follow animal welfare guidelines
        i. No yelling, throwing, kicking, purposely scaring or other acts of abuse
C. Catching
    a. How to catch and pickup
    b. Carrying birds
    c. Prevent piling
D. Deviations from normal activity
    a. Decrease in feed consumption
    b. Decrease in water consumption
    c. Abnormal vocalization
    d. Abnormal respiratory sounds
E. Physical and Environmental Requirements of turkeys
    a. Feed
        i. Nutritious and free from contamination
        ii. Available at all times (except 8 hours prior to loading)
    b. Water
        i. Available at all times (except prior to loading)
    c. Ventilation and air quality
        i. Provided to meet or exceed minimum ventilation standards for bird age

F. Recognize the signs of common disease
    a. Contact Technician when these signs are present
        i. Increased mortality
        ii. Decrease in feed and water consumption
        iii. Abnormal respiratory sounds (coughing)
        iv. Lack of normal movement/activity in the house
        v. Excessively wet litter without mechanical malfunction
        vi. Diarrhea
G. Litter management
    a. Dry litter
        i. Poor litter management results in animal welfare issues
            1. Difficulty walking
                a. Paw pad lesions
            2. Breast blisters
H. Caring for turkeys
    a. Air quality
        i. Ammonia should not reach 20 ppm
    b. Temperature
        i. Chicks can't regulate their own body temperature, floor temperatures are important
            1. Ideally 84-86 degrees
    c. Water
        i. Fresh supply of water
        ii. Water should be reachable with minimal effort
        iii. Water should be a comfortable temperature
    d. Feed
        i. Feed within reach
        ii. Can't start chicks on pelleted feed
I. Blood Testing
    a. Gather supplies you'll need.
    b. Safe methods of handling the bird to prevent unnecessary stress or possible injury to the animal.
    c. How to safely extract blood from bird.
    d. How to store and ship the sample for testing.
J. Vaccination
    a. Gather supplies you'll need
    b. Prepare vaccine to be administrated.

c. Administrate vaccine the correct method.

K. Health scoring
   a. Birds that cannot reach feed and water must be euthanized

L. Culling of Pitman Family Farms birds will be for the following bird health issues:
   a. Stunted: birds significantly smaller than the majority of birds in the house, resulting in the bird being unable to comfortably reach feed and/or water
   b. Lameness: Birds unable to walk comfortably; they appear down, ruffled feathers, unwillingness to eat or drink
   c. Sick: birds exhibiting signs of illness
   d. Predation: Birds harmed by predators

M. Euthanasia
   a. Birds must be euthanized using Pitman Family Farms approved method
   b. Pitman Farms employees are to use rapid cervical disarticulation
   c. Refer to SOP on removal, culling, and euthanasia

N. Equipment operation
   a. Recognizing and performing normal operation
      i. Equipment is free from defect
      ii. All equipment should be operated as per the manufacturers' specifications
   b. Routine maintenance
      i. Maintenance should be performed per manufacturers' specifications
      ii. Notify Technician if equipment is in need of repair
   c. Signs of malfunction
      i. Equipment is not operating per manufacturers' specification

O. Emergency Response Plan
   a. Immediate emergency (fire, serious injury) dial 911
   b. Contact Technician

NUTRITION, LIGHTING, & ANIMAL HEALTH PLANS		
PITMAN FAMILY FARMS PFF	**Animal Health Plan Standard Operating Procedures**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 004**
	Ben Pitman	

Animal Health Plan (AHP)

Objectives: Responsibly raised poultry without exposure to antimicrobials or synthetic chemicals per consumer demand and associated labeling claims

Guidelines:

A. Hatchery
   a. Maintains healthy parent (breeder) stock in accordance with National Poultry Improvement Plan (NPIP) certification
      i. NPIP status of *Salmonella typhoid, Salmonella enteritidis, Mycoplasma gallisepticum, Mycoplasma synoviae,* and Avian Influenza monitored
      ii. Flocks are tested regularly for NPIP compliance
   b. Maintains satisfactory, sanitary conditions throughout hatching process
   c. Supplies chicks of uniformed size, hatched within 10-14 hours of each other, per flock

B. Feed Mill
   a. FDA certified or following established GMPs
   b. Organic certified (*applies to certified organic flocks only)*
   c. Diet developed in conjunction with Pitman Family Farms-Flock Nutritionist
      i. Specific diets for specific aged birds
         1. Starter 1
         2. Starter 2
         3. Grower
         4. Finisher 1
         5. Finisher 2
      ii. Diet developed in accordance with guidelines provided by the most recently published National Research Council (NRC) standards
      iii. Only organic certified or accepted ingredients are used in ration composition (*applies to certified organic flocks only)*
      iv. Growth promoters are not used as additives to the feed in the stated formulation for the stated producer
      v. 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
   d. Ingredient lists
   e. Mixing procedures

f. Analysis records
g. Signed affidavit assuring organic, antibiotic-free, and/or vegetarian diets are being manufactured for Pitman Family Farms

C. Grower
   a. Adhere to site prep protocols
      i. Cleanout
      ii. Sanitation
      iii. Maintenance
      iv. Down time
   b. Adhere to brooding protocols
      i. Temperature
      ii. Lighting
      iii. Ventilation
      iv. Feeding/watering (Pitman Family Farms' protocols)
   c. Adhere to grow-out protocols
      i. Temperature
      ii. Lighting
      iii. Ventilation
      iv. Feeding/watering (Pitman Family Farms' protocols)
      v. Exclusively cage-free reared birds
   d. Walk through and observe entire flock twice daily
      i. Identify sick/unthrifty birds
         1. Cull as needed using Pitman Family Farms approved euthanasia techniques
         2. Treat as directed by Pitman Family Farms protocols and record specifics
            a. ABF/Organic Treatment
               i. Treatment used
               ii. Condition treated
               iii. Duration of treatment
            b. Antimicrobial treatment
               i. Veterinary prescription protocol on file and followed
               ii. Treatment used
               iii. Condition treated
               iv. Duration of treatment
               v. Marketing ticket clearly identifies as "conventional flock" at catch/transport
      ii. Remove dead birds

iii. Monitor equipment

D. Company
   a. Provide training and resources associated with successful production of ABF/Organic birds
      i. Biosecurity
      ii. Animal welfare
      iii. Disease recognition
   b. Provide technical support throughout production cycle
      i. Equipment maintenance and trouble shooting
      ii. Husbandry and flock management
      iii. Scheduling
         1. Chick delivery
         2. Catch crew
         3. Additional site visits and audits
      iv. Biosecurity
         1. Employee protocol training
         2. Supplies
         3. Audits
      v. Flock health
         1. Training
         2. Treatment protocols
            a. ABF/Organic
            b. *Judicious Use of Antimicrobials for Poultry Veterinarians*
         3. Post-mortem examinations
         4. Pre-processing carcass sample testing
   c. Internal audit of production records and protocols annually, at minimum

E. Disease Recognition and Response
   a. All producers with responsibilities to farm animals must have a plan in place to address a disease outbreak or suspected disease outbreak
      i. Establish acceptable thresholds for your farm (e.g. mortality rate in a specific time period, unexplained changes in water and food, loss of body weight or slow gain, etc.)
      ii. Establish a clean action plan for each threshold or trigger that include all steps and protocols you would follow (e.g. contact a veterinarian, self-quarantine of farm, animal isolation, etc.)

F. Livestock and poultry must not be implanted or injected with any growth hormone/growth promoter or fed antibiotics (except ionophores) or fed beta-agonists for the purpose of boosting growth or feed efficiency

NOTE: Treatment must never be withheld to maintain an antibiotic-free production policy. Animals must be appropriate treatment, including antibiotics, if prescribed by the flock veterinarian, regardless of antibiotic-free production policy.

Note: The following table (Table 1) has been completed with the minimum response plan options. In addition to this, Pitman Family Farms may specify other protocols to follow.

Table 1. Animal Health Response Plan

Trigger for Investigation	Response Plan Options
An unexplained increase in mortality Mortality >0.5% in 24 hour period Mortality >1% in any given week	- Diagnostics – lab and/or veterinarian
Onset of clinical signs of disease such as reduced activity, huddling, cough, watery eyes, diarrhea, lameness, weakness or paralysis	- Monitor birds - Diagnostics - Cull - Enhance environmental comfort (e.g. heat, ventilation)
An unexplained change in feed/water consumption	- Monitor rate of change - Change feed - Supplement with vitamins - Assess pasture (if applicable) and barn environment

Table 2. Treatment Protocols

	Signs you look for	Treatment protocols	When would a vet or other expert be contacted?

Salmonella	- May observe diarrhea - May see an increase in mortality	-All in/All out -Maintenance of gut health: • Copper • Probiotic • Organic acid producer Use uninfected parent stock - Cull	- Confirm by lab culture
Mites	-Feather loss or scratching -skin irritation	- Diatomaceous Earth	
Respiratory Disease* ILT, IBV, AI, NDV, Air Sacculitis/mycoplasma	-Respiratory distress/difficulty breathing -May observe an increase in mortality	-Vaccinate if unable to clean out and vaccine available -Utilize unaffected chicks -Strict biosecurity -All in/all out -Improved ventilation -Reduced litter moisture	- Confirm by lab submission or serology

Lameness	paralysis sick bird (bird reluctant to walk but also showing clinical signs of illness – watery eyes, diarrhea etc) angular leg deformities infectious arthritis (joints feel warmer than rest of leg) rickets (will affect a greater number of birds and present relatively quickly; birds walk gingerly and/or stand up take a few steps and sit down.) birds laying on hocks (kinky back)	cull and further investigate cause (e.g. feed error, botulism, Marek's Disease) treatment with appropriate antibiotic under supervision of vet prevent by good litter mgt and low ammonia which reduces chance of foot pad dermatitis and hock burns Supplement with vitamin D or general vitamin supplement and observe for improvement for 3 days	- For all possible causes, contact vet if > 1% of flock affected
General health/gut health maintenance		•Utilize healthy, bacteria resistant parent stock. •Include probiotic in chick starter ration •Feed lactic acid producing bacteria •Diatomaceous Earth •Oregano •Vitamins/minerals •Reuse litter •Increased inter-flock downtime •Decreased flock density	

** ILT = Infectious laryngotracheitis; NDV = Newcastle Disease; IBV = Infectious Bronchitis; AI = Avial Influenza; C&D = Cleaning and Disinfection

OFFICE RECORDS & DOCUMENTATION		
PITMAN FAMILY FARMS PFF	**Standard Operating Procedures (SOPs)**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 005**
	Ben Pitman	

SOPs must be available at the main office in regularly updated comprehensive written instructions, in worker's native language, relating to daily, weekly, and monthly activities and procedures including but not limited to:

- Inspections of equipment (feed and water systems)
- Daily monitoring of ventilation settings/rates
- Maintenance and management of litter
- Monitoring of lighting program
- Biosecurity protocols
- Maintenance and testing of Auxiliary Power Supply
- Maintenance and testing of Alarm Systems
- Maintenance and testing of Automatic Ventilation Systems

Pitman Farms housing will be inspected twice daily to ensure acceptable conditions are present at all times.

A) Feed
   a. Provide an approved automatic feeding system with a feed bin that has the capacity to hold feed for the house for at least three days at market age. (Automatic lines should provide for a minimum of 55 birds per pan or 175 birds per D-K bucket type feeder.
   b. Feed will be distributed evenly throughout system
   c. Supplemental feed will be in houses until birds are at least 1 week of age. Pans will be topped off daily (either by hand feeding or chick mates)
      i. Grower will closely monitor quality of feed and any contamination will be removed immediately
   d. Documentation of feed:
      i. Grower will record feed deliveries and maintain feed tags with flock documents
      ii. Feed tags will list concentrates and additives
   e. Feed Quality
      i. Grower will maintain a feed inventory library of two samples per delivery
         1. In the event of contaminated or poor quality feed, a sample will be tested

B) Water
   a. Water Supply
      i. Water will be made available to turkeys at all times except immediately before being caught and transported for processing

ii. Drinkers are available and distributed evenly throughout house

b. Water Pressure
   i. Water pressure will be adequate for the age and size of the birds in that house
   ii. Pressure will be evaluated daily to ensure that the water is evenly distributed from the front to back of the house, while not getting the litter wet

c. Water Sanitation
   i. Lines will be flushed at minimum once per flock

C) Equipment
   a. Feeding equipment
      i. Chain and track feeders should run with time clock
      ii. Auger feeding systems dispersing feed evenly
         1. Feed pans and tubes not have any holes, leaks, or missing parts
         2. Sensors activate system to run feed when pans are low
   b. Watering equipment
      i. Regulators have no leaks or air locks
      ii. Water lines are not leaking, broken, or bent
      iii. Drinkers are dispersing water evenly
      iv. Site tubes are cleaned with lids and pressure indicator ball
      v. Foggers are not leaking
   c. Heaters
      i. Heaters are burning evenly
      ii. Pipes are not leaking, cracked, or bent
      iii. Heaters are not throwing flames or excessive heat from cage
   d. Fans
      i. Fans have proper belts around pulleys and running smoothly
      ii. Fans are running according to set times and temperatures on controllers and run clocks
   e. Controllers and Timing Clocks
      i. Controllers are synced with all equipment and controlling in accordance with the program
   f. Temperature Sensors
      i. Sensors are reading accurately
      ii. Sensors are adjusted to bird height

D) Minimum and maximum house temperatures
   a. Temperatures will be checked to ensure that the low and high are appropriate and comfortable for the age of the birds

b. Fans, foggers, heaters, curtain machines are operating properly to remove moisture and heat
    i. All sidewall, tunnel, and ceiling fans are working with house controllers and thermostats to maintain temperature and humidity
    ii. Foggers are not plugged, not dripping, and are evenly dispersing water
    iii. Heaters are at proper height and is distributing heat evenly

E) Daily Ventilation Settings
    a. Growers will evaluate ventilation and air quality daily to ensure optimal bird comfort and growth
        i. Minimum Ventilation: fans run according to a timer appropriate to bird age and size
            1. Minimum ventilation is increased to accommodate the following conditions:
                a. Increased humidity
                b. Wet litter
                c. Ammonia
    b. Ventilation will never run less than the minimum ventilation settings in attempts to avoid an increase in humidity, wet litter, and poor air quality
    c. Ventilation will be updated as needed to accommodate cooler/warmer weather, rain, bird size, etc.
    d. Foggers and cool cells will be used in addition to tunnel fans
        i. Foggers are used in extreme heat when fans and cool cells cannot cool house down
        ii. Cool cells used with tunnel fans and programmed with controller
            1. Cool cells will be used in tunnel as house temperatures increase
    e. Ceiling/Stir Fans used to circulate air in addition to tunnel/wall fans

F) Maintenance and Management of Litter
    a. Multiple runs on litter are acceptable as long as litter is in good condition
        i. Litter evaluations done at 15-20 days and re-evaluated the week prior to slaughter if first evaluation exceeds standard
            1. Soiled feathers
            2. Litter quality
            3. Footpad dermatitis
        ii. Growers should report any issues related to litter quality to Technician
            1. Burnt hocks, footpad lesions, breast blisters, etc.
            2. Excessive wet, caked litter

b. Empty Barn
    i. Use Poultry Housekeeper to remove caked litter
    ii. Completely remove wet spots
    iii. Add new layer 2” of litter (rice hulls or wood shavings)
c. Full Cleanout
    i. Remove all litter from barn and pile outside
    ii. Use shovel to remove litter around center posts and corners
    iii. Treat for pests and/or rodents
    iv. Add new 4” layer or litter (rice hulls or wood shavings)
d. Use of Spray Products
    i. Spread or spray litter treatment as per directions on label
    ii. Wear proper PPE
e. During Flock: Litter should be kept dry
    i. Maintain proper ventilation
    ii. Inspect and repair water lines
    iii. Fix water leaks immediately
    iv. In the event of a large water leak, fence off wet spot until dry or litter is removed
    v. Rototill litter as needed to aerate wet litter
f. Darkling Beetle Control
    i. Treat litter with an approved product in accordance with the type of birds on farm (ie. Organic approved)
    ii. Spray product as per directions on label
    iii. Wear proper PPE

G) Biosecurity Protocols:

Biosecurity refers to management and physical measures used to reduce the risk of introducing pathogens and spreading diseases within a population. Biosecurity created hygienic conditions within the poultry house to minimize the adverse effects of disease, optimize bird performance and welfare, and provide assurance of food safety issues. Poor bird health has a negative impact on all aspects of flock management and performance. Pitman Family Farms practices the Danish Entry System by establishing a line of separation between the birds and the outside.

People are the most common source of the transferring of diseases.

Any person(s) entering a Pitman facility must certify they have not been in contact with live birds for a minimum of Seventy-two (72) hours.

Fortunately, people are capable of being aware of the potential contamination routes.

The contamination prevention protocol is listed below:

a. Identify potential breaches in biosecurity
    a. Pre-chick delivery
        i. Remove old feed from feeders
        ii. Remove caked litter and feathers
        iii. Ammonia treatment
            1. Removal of these will reduce the pathogens in the facilities
    b. Limit accessibility – ALL visitors must sign-in on designated sheet, must wear coveralls, plastic boots, and hair net. All clothing must be covered completely.
        i. Essential personnel only
            1. Owner
            2. Designated helpers/chore crew
            3. Service technicians
            4. Access by visitors (equipment companies, insurance representatives, tax assessors, etc.) permitted only with prior approval from Pitman Family Farms
        ii. Minimize transmission by essential personnel
            1. DO NOT SHARE PERSONNEL WITH OTHER FACILITIES
            2. Do not visit other poultry facilities
            3. Do not allow farm employees to visit other poultry facilities
            4. PERSONNEL ARE NOT PERMITTED TO OWN, HAVE DIRECT CONTACT WITH, OR ALLOW ON THEIR PROPERTY ANY DOMESTIC POULTRY OR WATERFOWL
        iii. Foot baths and disposable foot coverings
            1. Foot baths must be maintained with an approved product and placed at any entrance to a poultry house
            2. Wash boots with approved disinfectant prior to entering poultry house and after exiting
            3. Keep foot bath solution fresh and free of organic material
        iv. Hand washing/sanitation
            1. Disinfect hands with approved disinfectant prior to entering and after exiting poultry house
        v. Entry points are secured and locked

vi. Logbooks documenting entrance and departure to farm site
vii. Biosecurity signs clearly posted at ALL entry points and gates
viii. Pest control
    1. Rodents
        a. Rodents carry disease, prey on chicks, scavenge feed, destroy facilities
        b. Remove old buildings, lumber piles, wood piles, old equipment, old fencing, trash, weeds, forage from outside of building
        c. Prevent feed waste
        d. Fill and pack burrows around houses
        e. Bait stations with rodenticide
            i. 20-30 feed along inside walls during downtime
        f. Use paraffin blocks where moisture is present
        g. Place throw packs or blocks in ceiling where mice are destroying insulation
        h. Avoid locating bait where children, pets, or chickens can reach
        i. Do not contaminate feed with bait
    2. Darkling beetles
        a. Use only one approved insecticide at a time
        b. Rotate products every 4 months
        c. Apply product as per manufacturer
    3. Flies
        a. Environmental
            i. Manage feed, litter, and facilities to prevent moisture build up
        b. Biological
            i. Dry conditions/environment encourage natural larva predators
            ii. Commercially available predator insects
        c. Chemical
            i. Approved insecticides
    4. Wild birds
        a. Eliminate entry points
            i. Cracks over doors

ii. Tears in screens
iii. Cracks in vents
iv. Junctions of rafters and side wall plates
v. End wall doors opened without screens

ix. Livestock securely fences away from poultry facilities
x. No other poultry kept or attended by employees
xi. Carcass disposal
    1. Remove mortality at least twice daily
    2. Incinerate carcasses
xii. Litter removal
    1. Litter is considered contaminated with pathogens
    2. Disinfect shared equipment/machinery before entering and before leaving farm
    3. Driver will wear plastic boots before exiting truck
    4. Drievr will not enter barns
    5. Trailers or containers should be solid and covered
    6. Disinfect tires of vehicles and equipment before exiting property
xiii. Order of barn entry
    1. Enter youngest houses first
    2. Enter sick houses last
xiv. Housekeeping
    1. Remove items not routinely used from inside and along the outside of houses
    2. Grass and weeds cut around house foundation and feed bins. 10 ft perimeter. Spray not permitted unless approved.
    3. All roads in and around the poultry farm must be in good condition and suitable for all Pitman Family Farm vehicles, including service trucks, feed and live haul trucks, chick trucks, and must be accessible in all weather conditions
    4. Grower must keep ditches clean and open so that there is no standing water and proper drainage is achieved
    5. Only chemicals and medication obtained through and approved by Pitman Family Farms are allowed on the premises. If medication or an oral supplement is needed, the Service Technician will provide product and determine the dosage and frequency of all products administered. One

approved and working proportioner must be available per house or floor. A 5-gallon bucket, or larger clean, covered bucket must be available for mixing and administering medication.

b. Vehicle Biosecurity Standard Operating Procedures
    a. No unauthorized visitors
        i. Pitman Family Farms employees – allowed
        ii. Pre-authorized visitors – allowed
            1. Hatchery
            2. Feed Delivery
            3. Catch Crew and Transport Drivers
    b. Thoroughly disinfect tires, wheel wells, running boards, and mud flaps upon entering
        i. Keep vehicle windows closed at all times
        ii. Close doors immediately upon exiting and entering vehicles
        iii. Stop at gate or when entire rig is on driveway entry
        iv. Disinfect loading equipment
        v. Proceed to appropriate poultry house entrance
    c. Don personal protective gear if entering production area of house
        i. Coveralls, hair nets, boots
        ii. Reusable gear should only be used once
    d. Step in disinfectant foot pan prior to entering production area
        i. Upon completion of task, dispose of or bag non-disposable gear on-site
    e. Reverse order when leaving production area
    f. Non-entry deliveries (FEED & SUPPLIES)
        i. Maintain minimal foot traffic on premises for deliveries
            1. Receipt drop-off
            2. Supplies drop-off
c. State and Federally Reportable Disease Response
    a. Diseases designated as threats to the industry and/or human health
        i. Avian Influenza
        ii. Newcastle
        iii. See www.aphis.usda.gov/animal_health/nahrs for complete and current list
    b. State and Federal officials determine response
        i. Monitor

ii. Depopulate
iii. Quarantine

d. Training and Records
    a. Personnel involved in live production must be thoroughly trained and competent to adhere to all biosecurity protocols
    b. Records of training and evidence of biosecurity practice must be readily available for inspection
        i. Visitor logs
        ii. Mortality records

NUTRITION, LIGHTING, & ANIMAL HEALTH PLANS		
PITMAN FAMILY FARMS PFF	**Action and Management Plans**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 006**
	Ben Pitman	

Records of any Action and Management Plans must be retained, including but not limited to:

A. General Health
    a. Birds at all stages should be handled in a humane manner according to guidelines specified in the most recent AW training
    b. Bird activity – monitored twice daily
        i. Feed and water consumption – appropriate for age of birds
        ii. Health conditions relating to environment including but not limited to:
            1. Eye lesions
            2. Foot pad burns
            3. Physical injuries
        iii. As per the AW program, any bird unable to thrive (unable to reach feed and water), or unlikely to recover, should be humanely euthanize
        iv. Culls should be noted on flock mortality records
    c. Ammonia levels should be less than 20ppm – at all stages
        i. Increase in ammonia levels will result in immediate intervention
            1. Improved ventilation
            2. Litter management
        ii. Eye lesions contributed to high ammonia should be less than 0.05%
            1. Corrective actions should be taken and recorded in flock record
    d. Mortality
        i. Daily normal expected mortality – less than 1 bird per 1000 placed
            1. Mortality greater than 3 birds per 1000 will require Technician to be notified
            2. Mortality greater than 6 birds per 1000 – 3 consecutive days
            3. Mortality greater than 10 birds per 1000 – 1 day will require investigation by field technician and consultation with veterinary services
        ii. Physical evaluation and submission to diagnostic lab when cause of mortality is not easily apparent or diagnose when mortality is greater than 6 birds per 1000
        iii. Flock performance numbers for livability should meet or exceed yearly goals for season and specific farm
            1. Corrective action plan if: Overall mortality for the year is over 5%
            2. House downtime should average 10 days for the year
                a. Flock to flock downtime can be less than 10 days as long as previous flock's performance and livability was within expected range

i. In the event of a diagnosed disease (exotic: HPAI) or a highly transmissible erosive disease the downtime will be extended based on disease and veterinarian recommendation

iv. Mechanical or physical injuries as a result of equipment failure or physical design MUST be corrected as soon as possible and noted in flock record

B. Flock Evaluation

a. Ambulation

i. All flocks will be evaluated during the grow out process for:

1. Lameness

a. When lameness culls are greater than 2 birds per 1000

i. On farm necropsy

ii. Submission to diagnostic lab

iii. Evaluation of growing environment

b. Respiratory

i. All flocks should be evaluated throughout grow out for respiratory disease

ii. Any respiratory diseases causing mortality should be consulted

c. Injury

i. All flocks should be evaluated through grow out for evidence of reoccurring injury caused by equipment or other environmental factors

1. Immediate actions should be taken to correct and prevent reoccurring injury

d. Flock Monitoring

i. All flocks will be tested per NPIP prior to processing

1. Any farm indicating exposure to AI will be removed from placement schedule for the next flock

2. Monitoring of the area near the farm exposed to AI may take place

e. Euthanasia

i. Any bird unlikely to thrive in the growing environment will be humanely euthanized

1. Unable to reach feed or water

ii. Method of euthanasia must follow AVMA, NCC, or NFT acceptable technique

1. Employees performing euthanasia must be properly trained yearly

iii. Emergency euthanasia will be performed under the authority and guidelines as per California Animal Disease Emergency Response Plan

C. Food safety concerns

a. In attempts to reduce and control *Salmonella, Campylobacter,* and other organisms causing food safety concerns, taking the following precautions:
    i. Lowering pH
        1. Pre-placement of chicks – litter treatment
        2. Prior to harvest – water treatment for birds
    ii. All products used in conjunction with certification (organic/non gmo)

EUTHANASIA POLICY		
PITMAN FAMILY FARMS PFF	**Euthanasia & Culling**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 007**
	Ben Pitman	

Euthanasia must cause rapid and irreversible insensibility immediately followed by death.

The person performing euthanasia must remain with the turkey(s) until death is evident.

The following euthanasia methods are permitted:

You can use non-penetrating captive bolt pistols used to the manufacturer's specifications any time in life of turkey

1. For turkeys 14 days and younger, manual (non-mechanical) cervical dislocation
2. For turkeys 15 days to remaining growth, use non-penetrating captive bolt pistols used to the manufacturer's specifications

During the minimum of twice-daily flock monitoring, any turkeys meeting the following criteria must be culled according to acceptable euthanasia methods:

1. Runts
2. Exhibiting a lameness score of 2
3. Sick or injured without chance for recovery
4. Reluctant or unable to stand on both feet, excluding turkeys who choose not to move in hot temperatures
5. Reluctant or unable to move, excluding turkeys who choose not to move in hot temperatures.

Transporting unhealthy, non-ambulatory or injured birds is prohibited. Such birds must be euthanized on the same day that fit birds from the same placement are sent to slaughter.

In the event a bird suffers injury or becomes ill on the farm, the bird must immediately be treated or culled to minimize pain and suffering

Lameness must be treated immediately upon exhibition of foot or leg injury or walking irregularity. If the bird cannot be brought back into sound condition, the bird must be culled. This includes congenital lameness in either breeding or market birds.

Euthanasia of culled or sick birds or of half-hatched eggs must be conducted in a manner that results in immediate death.

Culling weak or sick birds out of the flock is an important part of your job. A weak or sick bird can spread disease or illness to other birds in the house. It is our job to send good quality, healthy turkeys to the plant. A good culler has learned what the difference is between a good bird and a cull bird. Spending time with your manager and or supervisor will help you develop the understanding of what birds to cull and when to cull them.

Immediately following death, all euthanized turkeys must be removed from housing and/or outdoor areas in use

EUTHANASIA POLICY		
PITMAN FAMILY FARMS PFF	**Euthanasia & Culling**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 007**
	Ben Pitman	

How to Cull a Bird or Manual Cervical Dislocation

Take the bird by the legs from the perch and pull it into your side by placing a hand around its body and cup its head in your hand. Walk out quietly and away from the coop up to the house so as not to cause any more disturbances to the rest of the birds and the household

Take your right hand and slide it under the bird's butt and grasp its legs with the hand closed take the legs with the thumb pointing away from the body as this is a stronger grip

Place the fingers and thumb of the left hand over the turkey's neck just above the head. The first 2 fingers index and second fingers, close over the head with the neck in between like a V. The thumb then comes over the head closing it into the palm taking a half twist as it closes

Now bring the bird into your chest holding its legs tight into the body and taking a firm but gentle grip on its neck extend and put the weight of the top part of the body onto the neck forcing the head down in one clean movement

The head will part from the body as the neck is broken and your hand will follow on down and away from the bird. As the pressure you applied is released the bird will start to flap uncontrollably at this point the turkey is dead.

This action is only nervous reaction and it will stop in about 30 seconds. Allow the bird to flap as much as it wants as this action forces any blood to go down to the neck and coagulate there.

BIOSECURITY & SANITATION PLANS		
PITMAN FAMILY FARMS PFF	**Cleaning and Sanitation Plan**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 007**
	Ben Pitman	

Cleaning and Sanitation plan.

A. Clean-out Procedure: After all birds are removed
    a. All feed removed from house – pans and lines
    b. Water lines disinfected and cleaned out of biofilm
    c. Heaters blown and brushed
    d. Wall and ceiling sprayed with sanitary water
    e. Caked litter removed from houses
B. Set-up Procedure
    a. Litter sprayed with ammonia control product
    b. Spread insecticide
        i. Insecticides must follow conditions for Organic
    c. Spread product to lower pH for *salmonella* control
C. Total Clean-out Procedure
    a. All feed removed from house – pans and lines
    b. Water lines disinfected and cleaned out of biofilm
    c. Heaters blown and brushed
    d. All litter removed from houses
    e. All surfaces sprayed with detergent condition
    f. New litter will be placed in houses at minimum 4”

BIOSECURITY & SANITATION PLANS		
PITMAN FAMILY FARMS PFF	**Waste Disposal Plan**	
	Revision No. 2	Revision Date: 10/12/22
	Prepared by:	**PF 009**
	Ben Pitman	

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.

A. Carcasses
    a. Carcasses will be incinerated
        i. Incinerator must be maintained properly
        ii. Incinerator should be run only if it is 50% full to get a proper burn
B. Sharps
    a. Sharps are not permitted on any farm
C. Waste
    a. Waste and debris from packages etc will be disposed of in a dumpster and regularly removed from the farm

OFFICE RECORDS & DOCUMENTATION		
PITMAN FAMILY FARMS PFF	**Emergency Response Plan / Disaster Response and Recovery**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 010**
	Ben Pitman	

The Emergency Response Plan / Disaster Response and Recovery

A. Emergency contact information and numbers, i.e. fire department, local utilities, etc.
B. Primary and alternate numbers for at least three responsible farm workers, and a "telephone tree" to ensure that all responsible parties may be contacted if necessary
    a. Farm Procedure:
        i. Grow-out Managers
        ii. Technicians
        iii. Live Operations Manager
        iv. Veterinary Services
    b. Truck Driver Emergency Procedure:
        i. Live Haul Supervisors
        ii. Driver Supervisor
        iii. Transportation Manager
        iv. Live Operations Manager
C. Contingency plans and precautions to cope with emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by those discovering an emergency such as fire, floods, storms or other severe weather, interruption of power or water, etc.
    a. Growers will receive annual documented training on how to locate and utilize the Emergency Response Plan

Emergency Procedures

Fire

When fire is discovered:

- Notify the local Fire Department – dial 911
- If fire alarm is not available, notify site personnel about the fire emergency by the following:
    - Voice communication
    - Phone

Fight the fire ONLY if:

- The Fire Department has been notified
- The fire is small and it not spreading to other areas
- Escaping the area is possible by backing up to the nearest exit
- The fire extinguisher is in working condition and personnel are trained to use

Upon being notified about fire emergency, occupants must:

- Leave the building using the designated escape routes
- Assemble in the designated area (specify location)

- Remain outside until the competent authority announces that it is safe to reenter

Designated Official or Supervisor must:

- Disconnect utilities and equipment unless doing so jeopardizes his/her safety
- Coordinate an orderly evacuation of personnel
- Perform an accurate head count of personnel reported to the designated area
- Determine a rescue method to locate missing personnel
- Provide the Fire Department personnel with the necessary information about the facility
- Perform assessment and coordinate weather forecast office emergency closing procedures

Area/Floor Monitors must:

- Ensure that all employees have evacuated the area/floor
- Report any problems to the Supervisor at the assembly area

Assistants to Physically Challenged should:

- Assist all physically challenged employees in emergency evacuation

Poultry

- Move birds away from fire to safe location
- Gather birds to move to another barn
- Gather birds to load on to truck to relocate to another farm

Power Loss

In warm weather, the threat of power failure and fogger pump failure must not be overlooked. Procedures to follow in the event of these failures occurring are as outlined:

A. Power Failure
    a. Drop the curtains if necessary based on bird age and oxygen demand
    b. Do not turn the fogger bypass on, this will quickly empty your water tank of valuable drinking water
    c. It may be useful to contact the power company in your area to determine the expected duration of the power failure or to inform them of the problem
    d. Notify your supervisor of the problem.
    e. If a generator is used, do not attempt to overload it. Run the foggers, fans, and well pump only until full power is restored. Do not operate the feeders or lights.
B. Fogger Pump Failure
    a. Turn off the bypass at the water manifold
    b. If bypass fails, drop curtains, open doors
C. Water
    a. Generators should be available as backup in the event of an electrical failure to ensure all electricity dependent mechanical systems necessary for bird health and well-being continue to operate during a power failure
    b. If a generator is used, do not attempt to overload it. Run the foggers, fans, and well pump only until full power is restored. Do not operate the feeders or lights

D. Feed
    a. If broken or power outage, manually distribute feed from tank and put into pans
E. Relief people: Please contact the closest ranch manager if any of these problems occur
F. Heat loss: please contact your supervisor by 9:00 p.m. on the day of the heat loss

Severe Weather and Natural Disasters

A. Tornado
    a. Warning notification in advance
        i. Move birds to indoors and close curtains and/or doors
    b. When a warning is issued by sirens or other means, seek inside shelter. Consider the following:
        i. Small interior rooms on the lowest floor and without windows
        ii. Hallways on the lowest floor away from doors and windows
        iii. Rooms constructed with reinforced concrete, brick, or block with no windows
    c. Stay away from outside walls and windows
    d. Use arms to protect head and neck
    e. Remain sheltered until the tornado threat is announced to be over
    f. Safely investigate if necessary to move birds to another barn or relocate to another farm
B. Earthquake
    a. Stay calm and await instructions from the Supervisor
    b. Keep away from overhead fixtures, windows, filing cabinets, and electrical power
    c. Assist people with disabilities in finding a safe place
    d. Evacuate as instructed by the Supervisor
    e. Safely investigate, if necessary to move birds to another barn or relocate to another farm
C. Flood
    a. If Indoors
        i. Be ready to evacuate as directed by Supervisor or designated official
        ii. Follow the recommended primary or secondary evacuation routes
        iii. Safely investigate if necessary to move birds to another barn or relocate to another farm
    b. If outdoors
        i. Climb to high ground and stay there
        ii. Avoid walking or driving through flood water
        iii. If car stalls, abandon immediately and climb to a higher ground
        iv. Safely investigate if necessary to move birds to another barn or relocate to another farm

Structural Damage

A. Once structural damage has been identified. Take caution.
    a. Notify management
    b. Consult with contractor if repairable
    c. Make repairs
B. If damage is not stable, take caution.
    a. Do not put life at risk
    b. Notify management

c. Consult with contractor if repairable
d. Make repairs
e. Safely open doors to allow indoor animals to escape

Contingency Plan

The transporters should have a contingency plan and drivers aware of its content. If a transport truck is involved in an accident, the transporters should contact the identified, specialized catching crew as soon as possible.

If crates (cages) have been spilled and birds are still inside, turn the crates upright as soon as possible, ensure no heads, wings, or legs are protruding from the opening and stack them neatly by the side of the road away from the vehicle as quickly as possible.

Birds may be severely affected by extremes of cold or heat. In cold weather, there will be weather protection in place on poultry trucks. Birds in a disabled truck may suffocate if the weather protection is left in place on a stationary load. The birds must be closely monitored and weather protection should be adjusted if necessary to provide increased ventilation.

In the event of an accident involving a poultry transport truck or a roll-over of a poultry transport truck, the load should be pulled upright by a competent wrecker service as soon as it is safe to do so. If experienced handlers are available, rely upon their advice. Poultry shippers should provide catching crews to the accident site quickly. Birds should not be chased or caused to fly. It should be possible to gently, quietly, and calmly herd or direct a small group of birds in a specific direction. Severely injured birds should be humanely euthanized after dealing with the uninjured birds.

Emergency Procedures

A. Natural Disaster
    a. In the event of fire, flood, or other natural disaster utilize the above directory to react immediately
    b. Once emergency services are called, contact Technician
B. Failure of Equipment
    a. In the event of equipment failure in grow-out housing, ensure a reliable power sources is attached to equipment
        i. Generators will be utilized in the event that the main power source is not available
    b. Contact Technician for immediate equipment repair
        i. Technician will use the Power Outage Phone Tree (posted in central location on grow-out facility) in the event that an immediate power source is available
C. Extreme Temperatures
    a. If extreme temperatures persist in grow-out housing:
        i. Ensure equipment is running properly
        ii. Ensure power is being supplied to equipment
        iii. If there is a power outage, call Technician
        iv. If temperatures in houses cannot be relieved and no power source is available; open end doors and drop curtains to allow humidity to be released and allow air flow through house
D. Water Accessibility

a. Primary water source is not available:
    i. Call Technician immediately
        1. Technician will call for repair of primary water source and/or arrange transport for secondary water source
    ii. Utilize a connection from adjacent ranch (if available)
    iii. Utilize back-up pump from water storage tanks
    iv. Utilize secondary power sources to engage water source

INSPECTIONS & MAINTENANCE OF EQUIPMENT		
PITMAN FAMILY FARMS PFF	**Ammonia Monitoring**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 011**
	Ben Pitman	

Ammonia Monitoring

- Results of tests of ammonia levels, measured a minimum of twice per flock at the height of the birds: once at chick placement and again at two weeks prior to depopulation, which are ideally less than 10 ppm but in no case exceed 25 ppm at bird height
- If any ammonia test result was in excess of 25 ppm, actions must be taken to improve air quality.

The following levels must not be exceeded:

- Ammonia testing meters or strips: 25 ppm
- Sensory test: 1

The following steps will be taken to improve air quality if levels exceed the 25 ppm (measured) or a score of 2-5 (sensory) at bird level:

- Enclosed
  - Adjust fans run time in minimum ventilation
  - Add additional fans
- Curtain sided
  - Open curtains
  - Use stir fans

Scoring Air Quality			Action Required?
0	ZERO	odor and dust not noticeable (easy to breathe)	No - acceptable air quality
1	WEAK	odor and dust hardly noticeable	
2	MODERATE	odor and dust distinct, annoying (watery eyes and/or coughing)	Yes – needs work to improve air quality
3	STRONG	odor and dust irritating (stinging eyes and mouth, and/or excessive coughing)	
4	VERY STRONG	odor and dust bearable (stinging eyes and mouth, excessive coughing, and/or pain when swallowing)	
5	OVERPOWERING	odor and dust unbearable, you need to leave the barn (hurts to breathe in)	

ANIMAL WELFARE STANDARD OPERATING PROCEDURES		
PITMAN FAMILY FARMS PFF	**Litter Maintenance**	
	Revision No. 2	Revision Date: 10/12/22
	Prepared by:	**PF 012**
	Ben Pitman	

Litter

A. Excess moisture in the litter increases the incidence of breast blisters, skin burns, scabby areas, bruising, condemnations and downgrades. The wetter the litter, the more likely it will promote the proliferation of pathogenic bacteria and molds. Wet litter is also the primary cause of ammonia emissions, one of the most serious performance and environmental factors affecting birds production today. Controlling litter moisture is the most important step in avoiding ammonia problems.
B. Prolonged exposure to high levels (50 to 100 ppm) can result in keratoconjunctivitis (blindness). Obviously, when ammonia levels are high enough to blind birds, production is seriously affected; however, ammonia levels of just 25 ppm have been found to depress growth and increase feed conversion in birds. In addition, a greater incidence of airsacculitis, viral infections and condemnations have been linked to ammonia levels at this concentration. Ammonia volatilization from poultry litter can also cause air pollution and lowered fertilizer value of litter due to nitrogen loss.
C. Litter that is too dry and dusty can also lead to problems such as dehydration of new chicks, respiratory disease and increased condemnations. Ideally, litter moisture should be maintained between 20 to 25 percent. A good rule of thumb in estimating litter moisture content is to squeeze a handful of litter. If it adheres tightly and remains in a ball, it is too wet. If it adheres slightly, it has the proper moisture content. If it will not adhere at all, it may be too dry.

Litter Evaluation

a. Litter moisture must be evaluated in the middle of the house.
b. Litter should be loosely compacted when squeezed.
c. If litter remains clumped it is too wet, take action to improve litter.

Maintenance and Management of Litter

a. Proper house preparation to release ammonia trapped in the litter is necessary to minimize ammonia release from the litter during brooding. Heating and ventilating the house 24-48 hours prior to chick placement will help to accomplish this.

    i. It may be necessary to increase minimum ventilation during the first few weeks of growout if ammonia levels become too high. Begin with at least 1 minute out of 5 on your timer and decrease the ratio as

needed.

ii. Use circulation fans to move air within the house. The fans help litter dry by moving warm air (which can hold more moisture) off the ceiling and down to the floor.

iii. In negative pressure power-ventilated houses, use air inlets to bring fresh air into the house. When fans are on, static pressure should be maintained at .05 to .10 inches of water, so air velocity through the inlets stays within the range of 600 to 1,200 feet per minute. This keeps cold air from dropping to the floor as it enters the house and promotes good air mixing.

iv. Do not be afraid to add heat to the house to facilitate moisture removal. As air is warmed, its ability to hold moisture increases. The combination of heating and ventilating will remove considerable moisture from the house.

v. Check and manage watering systems to prevent leaks that will increase litter moisture. Adjust drinker height and water pressure as birds grow to avoid excessive water wastage into the litter.

vi. If leaks or spills occur and wet spots develop, the affected litter should be removed from the house promptly and replaced with clean, dry bedding.

vii. Remove cake with a housekeeping machine between flocks. Cake removal gets excessive moisture and manure out of the house, which, if left in the house, can contribute to elevated ammonia release from the litter in the ensuing flock. In most cases, these de-caking machines are more expensive than one grower can afford; however, several growers could share the equipment and reduce costs to a reasonable level. Take extreme care to completely disinfect such equipment before moving it from farm to farm.

viii. Make sure no moisture is getting in from the outside. Check grading and drainage around the building to ensure that storm water is being diverted away and not causing a seepage issue under the pad.

a. Multiple runs on litter are acceptable as long as litter is in good condition

i. Growers should report any issues related to litter quality to Technician
    1. Burnt hocks, footpad lesions, breast blisters, etc.
    2. Excessive wet, caked litter

b. Empty Barn
    ii. Use Poultry Housekeeper to remove caked litter
    iii. Completely remove wet spots
    iv. Add new layer 2” of litter (rice hulls or wood shavings)

c. Full Cleanout
    v. Remove all litter from barn and pile outside
    vi. Use shovel to remove litter around center posts and corners
    vii. Treat for pests and/or rodents
    viii. Add new 4” layer or litter (rice hulls or wood shavings)

d. Use of Spray Products
    ix. Spread or spray litter treatment as per directions on label
    x. Wear proper PPE

e. During Flock: Litter should be kept dry
    xi. Maintain proper ventilation
    xii. Inspect and repair water lines daily
    xiii. Fix water leaks immediately
    xiv. In the event of a large water leak, fence off wet spot until dry or litter is removed and replaced
    xv. Rototill litter as needed to aerate wet litter

f. Darkling Beetle Control
    xvi. Treat litter with an approved product in accordance with the type of birds on farm (ie. Organic approved)
    xvii. Spray product as per directions on label
    xviii. Wear proper PPE

TRANSPORT		
PITMAN FAMILY FARMS PFF	**Water and Feed**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 013**
	Ben Pitman	

Routine monitor feed intake and water consumption

Water

a. Birds must have continuous access to an adequate supply of clean, fresh drinking water at all times, except immediately prior to transport for processing
b. The number of birds per waterer must be less than or equal to the maximum number specified by documents from the waterer manufacturer
c. The number of chicks per waterer must be less than or equal to the maximum number specified by documents from the waterer manufacturer
    i. Supplementary water must be provided for chicks during their first week

Emergency Water Supply

a. Generators should be available as backup in the event of an electrical failure to ensure all electricity dependent mechanical systems necessary for bird health and well-being continue to operate during a power failure
b. If a generator is used, do not attempt to overload it. Run the foggers, fans, and well pump only until full power is restored. Do not operate the feeders or lights

Access

a. Inspect and repair water lines daily
    i. Fix water leaks immediately
    ii. In the event of a large water leak, fence off wet spot until dry or litter is removed
    iii. Rototill litter as needed to aerate wet litter
b. Waterers must be evenly distributed throughout the house to minimize competition among the birds
c. Waterers must be of an appropriate design
d. Placed at optimum height (per the manufacturer's guidelines) for the size and age of the birds to reduce water spillage and prevent consequent problems with litter management.

Cleaning and Sanitation Program

The fastest way a pathogen can spread disease in a farm and affect the majority of your flock is through the drinking water.

Implementing a solid hygiene plan on a poultry farm through management, cleaning and disinfection could well be all in vain when drinking water was forgotten or not even included in your hygiene plan.

1. Clean the drinker system thoroughly

2. Implement an adequate clean water program
3. Keep the water supply sanitized
4. If you run any additives that could feed biofilm through the medicator, flush the water system immediately afterward.

Routine flushing

a. one of the simplest ways to help keep the water system clean. In addition to routine flushing, the system should also be flushed after any use of the medicator. Flushing helps wash away potential food sources for bacteria or other organisms.
b. Be sure to flush long enough to completely purge the lines. A general rule of thumb is to flush one minute for every 100 feet of water line. If you have a 400-foot house with approximately 200-foot water lines in each half, then each line should be flushed for about two minutes. A 500-foot house with 250-foot water lines in each half would require a two-and-a-half- to three-minute flush per line.

In between flocks

a. Remove scale build-up from the water lines, you will need to use a strong, acidic cleaner that is safe for nipple drinkers and can drop the pH of the water to below 6. Be aware that some acids break scale build-up into chunks, which can clog the system and prevent nipple drinkers from working properly.

Water withdrawal

a. Water withdrawal should not exceed one hour prior to catch.

Feed

a. Birds must be fed a wholesome diet which is fed to them in sufficient quantity to maintain them in good health and to satisfy their nutritional needs
b. Birds must have unrestricted, daily access food, except prior to transport for processing or as required by the flock veterinarian
c. The number of birds per feeder must be less than or equal to the maximum number specified by documents from the feeder manufacturer
d. The number of chicks per feeder must be less than or equal to the maximum number specified by documents from the feeder manufacturer
e. Supplementary feed must be provided in trays or on paper for chicks during their first week
f. Food must be fresh and not left in a contaminated (i.e. moldy, wet, soiled with rodent feces, etc.) or stale condition

g. Feed must be distributed evenly throughout the housing system to minimize competition among the birds

Emergency

a. If broken or power outage, manually distribute feed from tank and put into pans

Feed withdrawal

a. Feed withdrawal should not exceed 12 hours prior to slaughter.

BIOSECURITY & SANITATION PLANS		
PITMAN FAMILY FARMS PFF	**Biosecurity Plan, Structural/Access**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 014**
	Ben Pitman	

The operational biosecurity plan must be available:

A. Maintenance of outdoor areas surrounding buildings: reduces pests and rodents
    a. Vegetation should be kept short and tidy 24" from building
B. Maintenance of pest control methods
    a. Bait boxes should be placed every 50 feet around the perimeter of the house and range pens
    b. Bait boxes should be checked and fresh bait replaced as needed
    c. Record of rodent activity
C. Removal of feed sources
    a. Protection of bulk feed – feed lids closed
    b. Protection of water supply – prevents mold and water supply to pests
    c. Feed pans and hoppers cleaned and disinfected
D. Farm personnel will work from youngest birds to oldest to limit the exposure of pathogens to chicks
E. Facility/equipment cleaning protocols and schedule
    a. Water System
        i. Drain pipes and header tanks
        ii. Flush lines with clean water
        iii. Run sanitizer solution through drinker lines
            1. Allow to sit in pipes for 24-48 hours
            2. Flush with fresh water
        iv. Refill with fresh water prior to chick arrival
    b. Feed System
        i. Empty all feeding equipment (feed bins, track, chain, hanging feeders)
        ii. Empty bulk bins and connecting pipes and brush out where possible
            1. Clean and seal all openings
    c. Ventilation
        i. Fans cleaned and disinfected
        ii. Vents cleaned and feathers removed
        iii. Cool cell pads flushed
            1. Feathers removed
            2. Descaled
            3. Pads soaked in disinfectant and flushed with clean water
F. Protective Clothing
    a. Employees will wear washable or disposable coveralls
        i. Disposable coveralls have - 1 use only, must be disposed of
    b. Employees will wear non slip boots – ONLY TO BE WORN ON FARM
        i. Plastic boots may be worn – 1 use only, must be disposed of

BIOSECURITY & SANITATION PLANS		
PITMAN FAMILY FARMS PFF	**Biosecurity Plan, Operational**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 015**
	Ben Pitman	

The operational biosecurity plan must be available:

A. Maintenance of outdoor areas surrounding buildings: reduces pests, rodents and insects.
    a. Vegetation should be kept short and tidy 24" from building
B. Maintenance of pest control methods
    a. Bait boxes should be placed every 50 feet around the perimeter of the house and range pens
    b. Bait boxes should be checked and fresh bait replaced as needed
    c. Record of rodent activity
C. Removal of feed sources
    a. Protection of bulk feed – feed lids closed
    b. Protection of water supply – prevents mold and water supply to pests
    c. Feed pans and hoppers cleaned and disinfected
D. Farm personnel will work from youngest birds to oldest to limit the exposure of pathogens to chicks
E. Facility/equipment cleaning protocols and schedule
    a. Water System
        i. Drain pipes and header tanks
        ii. Flush lines with clean water
        iii. Run sanitizer solution through drinker lines
            1. Allow to sit in pipes for 24-48 hours
            2. Flush with fresh water
        iv. Refill with fresh water prior to chick arrival
    b. Feed System
        i. Empty all feeding equipment (feed bins, track, chain, hanging feeders)
        ii. Empty bulk bins and connecting pipes and brush out where possible
            1. Clean and seal all openings
    c. Ventilation
        i. Fans cleaned and disinfected
        ii. Vents cleaned and feathers removed
        iii. Cool cell pads flushed
            1. Feathers removed
            2. Descaled
            3. Pads soaked in disinfectant and flushed with clean water
F. Protective Clothing
    a. Employees will wear washable or disposable coveralls
        i. Disposable coveralls have - 1 use only, must be disposed of
    b. Employees will wear non slip boots – ONLY TO BE WORN ON FARM
        i. Plastic boots may be worn – 1 use only, must be disposed of

SPECIFIC SOPS FOR CHICKS		
PITMAN FAMILY FARMS PFF	**Thermal Environment & Brooders**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 016**
	Ben Pitman	

Chicks will be inspected at a minimum of twice daily.

A. Thermal Environment & Brooders: Day old chicks must be handled carefully and placed in an appropriate environment for thermal conditions
    a. Placement and maintenance of brooder heaters
        i. Heaters will be placed at a level to provide even heating with the greatest area of warmth
        ii. Heaters should be maintained each flock to ensure that they are safe and efficient
            1. Any heater deemed unfit will be repaired or removed and replaced
        iii. Heaters should be placed evenly through the house to allow chicks to move to and from the direct heat
        iv. Heater temperature and height should be regularly inspected to ensure chick comfort
            1. Too cold – Chicks huddled
            2. Too warm – Chicks on perimeter of brooder

INSPECTIONS & MAINTENANCE OF EQUIPMENT		
PITMAN FAMILY FARMS PFF	**Ventilation & Environmental Controls**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 017**
	Ben Pitman	

- Ventilation equipment must be checked daily and maintained for proper operation.
- Ventilation rates must be monitored, including any adjustments made in order to maintain minimum ventilation requirements and to maintain air quality parameters

A) Daily Ventilation Settings
   a. Growers will evaluate ventilation and air quality daily to ensure optimal bird comfort and growth
      i. Minimum Ventilation: fans run according to a timer appropriate to bird age and size
         1. Minimum ventilation is increased to accommodate the following conditions:
            a. Increased humidity
            b. Wet litter
            c. Ammonia
   b. Ventilation will never run less than the minimum ventilation settings in attempts to avoid an increase in humidity, wet litter, and poor air quality
   c. Ventilation will be updated as needed to accommodate cooler/warmer weather, rain, bird size, etc.
   d. Foggers and cool cells will be used in addition to tunnel fans
      i. Foggers are used in extreme heat when fans and cool cells cannot cool house down
      ii. Cool cells used with tunnel fans and programmed with controller
         1. Cool cells will be used in tunnel as house temperatures increase
   e. Ceiling/Stir Fans used to circulate air in addition to tunnel/wall fans

NUTRITION, LIGHTING, & ANIMAL HEALTH PLANS		
PITMAN FAMILY FARMS PFF	**Lighting Program**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 018**
	Ben Pitman	

The lighting system in houses must be designed and maintained to regulate a daily cycle for all birds 7 days or older through the course of the growout cycle up to the last week of the growout period. The lighting program for each house is documented once per each flock with records on file. The lighting program must provide within each 24-hour period:

- A minimum continuous period of 8 hours of light
    - The daytime light levels are at an average minimum 2 foot candles at the birds' head height throughout the house, excluding areas in the shade of equipment
    - Supplemental lighting, where provided, is uniformly distributed throughout the house
- A minimum period of 4 hours of continual darkness or the natural period of darkness, if less. (The 'dark' period is recommended to be no more than 0.1 ft candle in intensity)

Pitman Family Farms will have a minimum of 2 foot candles as per the GAP standards

- If lighting is too low, necessary adjustments will be made to obtain the proper intensity

Age (days)	Hours of Light	Light Intensity
0 – 3 days	24 hours of light	100% or 5 foot candles
4 – 16 days	8 hours off	80% or 4.25 foot candles
17 – 40 days	8 hours off	60% or 3.5 foot candles
41 days –	8 hours off	40% or 2.75 foot candles
GAP Standards: minimum requirement is no less than 2 foot candles		

INSPECTIONS OF BROILERS		
PITMAN FAMILY FARMS PFF	**Gait Scoring**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 019**
	Ben Pitman	

Gait Scoring

To monitor bird leg health and their ability to access feed and water.

Gait scoring must be performed once per flock no earlier than 2 weeks prior to slaughter.

Gait scoring is to be done by walking about 1/3 of the barn within 10 -15 feet of the side walls, typically between a feed line and the side wall

Score 0 – Bird should walk at least 5 feet, and while the bird may appear ungainly, there are no visible signs of lameness.

Score 1 – Bird should walk at least 5 feet, but appears awkward, uneven in steps.

Score 2 – Bird will not walk 5 feet without sitting down or there is obvious lameness.

No more than 3% of hens or 7% of toms in the barn show difficulty walking (walking with a limp making awkward movements, but being able to walk at least 5 feet.)

RECORDS OF STOCKPERSON TRAINING		
PITMAN FAMILY FARMS PFF	**Training of Catch and Transport Crews**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 020**
	Ben Pitman	

The training of catch and transport crews must be documented and full, detailed, written instructions must be available and provided to all crew members. Training includes:

- Herding, Catching, Carrying, and Loading protocols;
- Bird Behaviors
- Bird Welfare
- Animal abuse and how it is not tolerated under any circumstances
- Specific training on the proper use of mechanical catchers (where used) and any other equipment such as forklifts and trucks that affect the birds; and
- Transport protocols and SOPs.

Catching, Carrying, and Loading protocols;

- Birds must be caught individually.
- Non-ambulatory birds will be carried by shoulders and/or legs (at least two points of contact).

Mechanical catchers

- The machine is stationed inside the poultry shed and prepared by opening the two wings of the front collection head, which are formed of individual blocks of conveyor belts.
- The operator starts the machine: activates the conveyor belts and slowly moves towards the animals, allowing them to climb onto the collection belts in a natural way that requires no mechanical force. These belts deposit the birds, without subjecting them to any sudden or stressful movements, onto the two transverse belts that lead to the central channel.
- The animals then continue into central channel, where they are carefully transported to the upper part of the machine.
- Here, the caging belt directly deposits the birds into the container.
- With simple controls, the operator can raise or lower the belt, or move it nearer or further away.
- With the same controls, the operator can also move onto the next crate and start or stop the entire machine and all of its collection belts.
- The containers are positioned on a carousel, which, with the aid of automatic movement, allows for a continuous loading process.
- Once a module is full, it is then ready for collection by the forklift, which places it on the lorry outside the poultry shed.

RECORDS OF STOCKPERSON TRAINING		
PITMAN FAMILY FARMS PFF	**Training of Catch and Transport Crews**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 020**
	Ben Pitman	

Transport protocols and SOPs

Animal Welfare Officer

- The primary responsibilities are to manage, lead, train, and work with a team that will safely and efficiently oversee the welfare of the chickens. They will insure good production through the implementation of standard operating procedures, maintenance of accurate records, employee development, promotion of the wellbeing of animals, and sound environmental stewardship.

Transport SOPs

- All personnel in charge of transportation and transport equipment, including non-employees must be trained in handling birds when loading and unloading them and while in transit.

Hot Weather

- In periods of hot weather, broilers must be transported at night or in the coolest part of the day OR systems must be in place to provide cooling during load out of birds.
- Summer green drawer may contain a maximum of 85 lbs. of live chickens.
- Trailer front is open to allow air ventilation during hot weather

High ambient Temperatures

- The transport SOPs must describe appropriate actions to be taken during catching, loading, and unloading when high ambient temperatures and/or high humidity pose a threat of heat stress to the birds. Prior to depopulation, weather forecasts must be consulted to determine the expected weather conditions, and if necessary supplemental ventilation or other cooling systems must be provided to reduce the risk of heat stress to the birds. This is especially true of birds reared in houses with tunnel ventilation.

Protect birds during transfer

- The transport SOP must identify steps that are to be taken to shelter and protect the birds when they are transported during extreme weather

Transport Accident

- In the event of an accident involving a poultry transport truck or a roll-over of a poultry transport truck, the load should be pulled upright by a competent wrecker service as soon as it is safe to do so. If experienced handlers are available, rely upon their advice. Poultry shippers

should usually provide catching crews to the accident site quickly. Birds should not be chased or caused to fly. It may be possible to gently, quietly and calmly herd or direct a small group of birds in a specific direction. Severely injured birds should be humanely killed after dealing with the uninjured birds.

Delays

- Every effort must be made to help ensure journeys are completed without unnecessary delays, i.e. drivers must be aware of any potential traffic problems and plan their journey accordingly.

Minimal time on waiting on vehicle

- The person supervising the catching and loading of birds must work closely and coordinate with the processing plant to minimize the time birds spend waiting on the vehicle.

Time in Transport

- Records must be kept on file for at least a year for each flock documenting that the time of arrival at the turkey farm to the time of unloading at the processing plant for each transport truck does not exceed 12 hours

Stationary Vehicle

- If it is necessary to keep birds on a stationary vehicle, the driver must take action to avoid thermal stress to the birds.

TRANSPORT		
PITMAN FAMILY FARMS PFF	**Transport SOPs**	
	Revision No. 2	Revision Date: 10/12/2022
	Prepared by:	**PF 021**
	Ben Pitman	

Transport SOPs

- All personnel in charge of transportation and transport equipment, including non-employees must be trained in handling birds when loading and unloading them and while in transit. This must be verified through SOPs or a Certificate of Conformance (COC).

Hot Weather

- In periods of hot weather, broilers must be transported at night or in the coolest part of the day OR systems must be in place to provide cooling during load out of birds.
- Summer green drawer may contain a maximum of 85 lbs. of live chickens.
- Trailer front is open to allow air ventilation during hot weather

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Delays

- Every effort must be made to help ensure journeys are completed without unnecessary delays, i.e. drivers must be aware of any potential traffic problems and plan their journey accordingly.

Minimal time on waiting on vehicle

- The person supervising the catching and loading of birds must work closely and coordinate with the processing plant to minimize the time birds spend waiting on the vehicle.

Time in Transport

- Records must be kept on file for at least a year for each flock documenting that the time of arrival at the broiler farm to the time of unloading at the processing plant for each transport truck goal is not exceed 12 hours

Stationary Vehicle

- If it is necessary to keep birds on a stationary vehicle, the driver must take action to avoid thermal stress to the birds.

Emergency Contacts

Call 911-For Major Emergency
Fire
Sheriff
Serious Injury or if harmful exposures to employees

Order to Call

911

Terry Thompson	501-617-8591
Karin Bridgeford	559-567-6555
Rick Pitman	559-250-0258
David Pitman	559-284-6222
Jaime Caballero	559-356-2297

Minor Emergency

Order to Call or Supervisor

Karin Bridgeford	559-567-6555
Michael Calderon	559-301-1144
Jaime Caballero	559-356-2297
Oscar Caballero	559-994-7723
Meghan Loper	559-707-1623
Cesar Avila	209-355-8062
Nick Hedden	559-217-4455
Gissel Martinez	559-507-1380
Faviola Baeza	559-739-9794
Rigo Ibarra	559-362-4420
Ben Pitman	559-904-0484
Rick Pitman	559-250-0258
David Pitman	559-284-6222

Loading Crew Supervisors

Jimmy Rowell	209-678-6304
Marisol Avalos	559-281-5432
Art Cervantes	209-617-0340

Hanford Mill

Brian Franklin	828-391-4043
Jose Flores	559-696-7315

Animal Welfare Hotline 844-3PITMAN

If you see something, say something

Emergency Procedures
Truck Drivers

Call 911-For Major Emergency

- Fire
- Major Accident / Serious Injury
- Major Accident
- Truck Rolls Over
- Dramatic loss of Birds

Order to Call

1. 911
2. Art Cervantes 209-617-0340
3. David Pitman 559-284-6222
4. Rick Pitman 559-250-0258

Minor Emergency

- Traffic Stop / Traffic flow
- Flat Tire / Mechanical trouble
- Driver too tired / Unable to drive load safely

Order to Call

1. Andrew Sanches 559-246-6215
2. Art Cervantes 209-617-0340
3. Arturo Zaragoza 559-281-4258
4. David Pitman 559-284-6222
5. Rick Pitman 559-250-0258

The transporters should have a contingency plan and drivers aware of its content. If a transport truck is involved in an accident, the transporters should contact the identified, specialized catching crew as soon as possible.

If crates (cages) have been spilled and birds are still inside, turn the crates upright as soon as possible, ensure no heads, wings or legs are protruding from the opening and stack them neatly by the side of the road away from the vehicle as quickly as possible.

Birds may be severely affected by extremes of cold or heat. In cold weather, there will be weather protection in place on poultry trucks. Birds in a disabled truck may suffocate if the weather protection is left in place on a stationary load. The birds must be closely monitored and weather protection should be adjusted if necessary to provide increased ventilation.

In the event of an accident involving a poultry transport truck or a roll-over of a poultry transport truck, the load should be pulled upright by a competent wrecker service as soon as it is safe to do so. If experienced handlers are available, rely upon their advice. Poultry shippers should usually provide catching crews to the accident site quickly. Birds should not be chased or caused to fly. It may be possible to gently, quietly and calmly herd or direct a small group of birds in a specific direction. Severely injured birds should be humanely killed after dealing with the uninjured birds.

Farm Employee Training Record

All new employees will be trained on Pitman Farms animal welfare and humane handling procedures prior to handling live birds.

Training is:

- initial training
- on-going training
- verbal
- hands-on

Training includes:

- General Health and Welfare
- Handling and catching techniques
- Recognizing early signs of illness and disease
- Sick animal management
- Bird placement and proper brooding practices
- Recognizing heat and cold stress and how to respond
- Basic feeding/nutritional management of birds
- Knowing the farm's biosecurity protocols
- Recognizing normal and abnormal behavior
- Knowing what to do in an emergency
- Record keeping
- Euthanasia
- Culling
- Dead bird disposal
- Blood testing
- Vaccination
- Pasture management (if applicable)
- Other Topics:_____

Date:	
Trainer Name:	Trainer Signature:

Employee Name:	Employee Signature:

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