

Global Animal Partnership's Animal Welfare Rating Pilot Standards for Pullets v1.0



About GAP's Animal Welfare Rating Program

The Animal Welfare Rating program assesses the level of welfare of animals on-farm, at collection points, during transport, and at slaughter.

The on-farm standards for laying hens are designed as a multi-tiered program, which **promotes continuous improvement in animal agriculture; engages a broad spectrum of producers; allows for wider product selection** to consumers; and provides **more detailed information about** the type of farming systems used at each Step.

These Pilot Standards for Pullets are not tiered, but any laying hen operation that is Step-rated 2, 3, 4 or 5 must ensure that their pullet rearer is GAP certified under these standards. Step 1 operations may source birds from non-GAP certified pullet rearers. Step 5+ laying hen operations must follow these standards and rear their own pullets from day-old. As the standard-setter, Global Animal Partnership (GAP) does not conduct audits nor make certification decisions. Authorized, third-party certification companies perform the audits and issue certificates, as appropriate. As such, producers, consumers, and retailers alike can be confident that certification is fair, accurate, and free of conflict of interest.

About the Animal Welfare Rating Pilot Standards for Pullets v1.0

The Animal Welfare Rating Pilot Standards for Pullets was issued on 10 March 2017. The development process included consultation with egg industry representatives and producers, guidance from animal welfare scientific experts, an extensive public consultative process, field testing, and review and approval by the Global Animal Partnership Board of Directors.

After three (3) certification cycles, the pilot standards will be reviewed and revised based on key learnings, as well as any new, relevant scientific findings. The post-pilot review and revision process will again involve guidance from scientific experts and producers, field testing, and public comment, before the draft revision is presented to the Board of Directors for final review and approval. Thereafter, the standards will be reviewed and revised according to the protocol outlined in the GAP Pilot Policy Manual.

At any time throughout the above-mentioned period, GAP may amend or 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, a nonprofit charitable organization founded in 2008, brings together farmers and ranchers, scientists, retailers, food manufacturers, and animal advocates—a diverse group with the common goal of wanting to improve the welfare of animals in agriculture.

For more information, contact us at info@globalanimalpartnership.org or 877.427.5783.

Pullet Standards Overview

The early life and management of pullets has a huge impact on their health and welfare during lay. Pullets for use by laying hen operations at Step levels 2, 3, 4 and 5 must therefore come from GAP certified pullet rearers and Step 5+ operations will be audited to these standards for their pullet rearing. This requirement applies whether pullets are only brooded on the pullet rearer's site before being transferred to be reared on the laying hen operation or taken all the way through to point of lay by the pullet rearer. Step 1 operations may source birds from non-GAP certified pullet rearers. Step 5+ laying hen operations must follow these standards and rear their own pullets from day-old.

The pullet rearing operation will not be assigned a Step-rating, but rather will be granted a pass/fail designation and will hold a 'GAP Certified' certificate that entitles them to sell to Step-rated operations.

How to Read these Standards

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

P1.3 Treatment	
P1.3.1 ⓘ	Sick or injured birds must be treated promptly.
	ⓘ [P1.3.1]: <i>Treatment may include herbal or homoeopathic remedies when these have been shown to be effective.</i>

Also, the ⓘ indicates the standard is considered a major non-conformance (see Section 4 Non-conformances and the GAP Pilot Policy Manual for more details). If there is a ⓘ beside the standard it is considered a critical non-conformance (see Non-conformances section below for more details).

Some standards within this document are marked R for Recommended. These recommended standards list best practice and/or areas where during this pilot phase, GAP will undertake research to determine the requirements for future standards. Recommended standards do not affect the final result of certification. Failure to meet a recommended standard does not give rise to a non-conformance. However, auditors will collect information on recommended standards to give GAP greater insight to current practices.

This example illustrates that the standard is recommended:

Welfare of Chicks at the Hatchery – Recommended (R)	
	ⓘ <i>While it is not covered by these standards, GAP is concerned with the welfare of chicks at the hatchery. GAP also supports scientific and practical research investigating methods to reduce or end the need to cull male chicks, such as the recent developments that allow hatcheries to determine in-ovo gender before incubation. Once such advances are commercially available, GAP may require the use of such technology.</i>
R1	Humane methods should be used to dispatch of unhatched and partly hatched chicks and to cull males.

Program Requirements

The following is applicable to each Pullet Rearing Operation applying for certification to Global Animal Partnership's Animal Welfare Rating Pilot Program for Pullets v1.0.

1. General

- a. The standards in this document are requirements.
- b. The operation must have read the standards and prepared for the audit or they cannot be certified.
- c. Standards for parent stock are not included in this document and will be developed in the future.
- d. Standards in this document pertain to pullets before they are transferred to layer accommodation. Laying hen management is covered under *GAP's 5 Step® Animal Welfare Rating Pilot Standards for Laying Hens v1.0*.
- e. The term "flock" is defined as a barn/house of pullets. Single flocks may subsequently be split into separate flocks. For example:
 - i. If an operation brings in 5000 pullets and places them all in one laying house they are one flock and require a single set of records.
 - ii. If an operation brings in 10000 pullets and places them in 5 separate 2000 bird houses, even if all five houses are managed the same they are counted as five separate flocks and each flock must have its own set of records.
- f. The term "operation" is defined as either (i) a single farm or (ii) a farm with more than one location, that meets all of the following criteria:
 - i. all staff and birds are under the direct supervision* of the main farm;
 - ii. the main farm owns all of the birds; and
 - iii. the main farm owns, rents or leases all the land and/or buildings where the birds are kept.

An individual operation can include a farm that is under a contract to produce pullets for a larger business or a farm that owns and markets their own pullets.

**Direct supervision is defined as being when an employee of the main certified farm business is responsible for the birds on the farm that is at a separate location to the main farm. If the person responsible for the management and care of the birds at a separate location to the main certified farm business is a contract farmer and not an employee, then that site is a separate operation – even if there is routine oversight from an employee of the main operation.*

- g. The GAP Pilot Policy Manual v1.0 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/>).
- h. Each operation must follow a chain of custody program. The chain of custody program must cover any pullets marketed as GAP Certified. The chain of custody program can be developed and implemented by an affiliated group (e.g., a producer group, co-operative, marketing entity) or created with the aid of external consultation.
- i. GAP is developing a Chain of Custody Records Reconciliation Program (CCRRP) and when finalized, all supply chains identified in the CCRRP will be required to be certified. CCRRP certification will include verifying numbers of certified animals/raw materials/eggs through the entire supply chain (i.e. from hatch to market).
- j. No standard in this document supersedes governmental regulations or laws, whether local, regional, state, provincial, territorial, federal, national, or other.
- k. A glossary defining specific terms and terminology used in these standards is located at the end of this document.

2. Applications

- a. Each Pullet Rearing Operation is required to complete an application each certification cycle.
- b. Each Pullet Rearing Operation must identify all sites (either owned, leased, and/or shared) used to raise pullets and all pullets on the operation (whether the intent is to supply them to GAP Step-rated operations or not) on their application.
- c. Applications, as well as this document, and GAP's Pilot Policy Manual v1.0 can be downloaded at <http://www.globalanimalpartnership.org/> or received by contacting your GAP-accredited certifier.

3. Audit and Certification

- a. Each operation must be audited and certified prior to selling any pullets as GAP Certified.
- b. Each Pullet Rearing Operation must be audited once every certification cycle. A certification cycle is 15 months.
- c. Operations must have pullets on-site in order to be audited.
- d. If the operation has multiple locations, each location that raises a different stage of production will need to be audited as part of the certification process.
 - i. For example, Farm A is a pullet rearing operation and also has an additional site 2 miles away, where all chicks are brooded. The brooding site is under the direct supervision of the home farm, and birds and property are all owned by Farm A. In this example, the farm is considered one operation, requiring one audit but both sites need to be observed because they each raise a different stage of production.
- e. At the time of audit, the person(s) responsible for managing the operation and/or an animal caretaker must be present. A designated representative affiliated with a Supplier may also be present at the time of the audit.
- f. Each operation applying for GAP certification is responsible for ensuring that all required records and documents are available at the time of audit, and that all applicable standards are met, including actions that may be contracted or managed by another entity (e.g. transport).
- g. All applicable standards, including those that may be controlled or managed by, or contracted to, another business/operator (e.g. a transporter; a producer group, co-operative, or marketing entity), will be assessed for compliance by the certification company and incorporated into its overall assessment of the operation prior to the final determination of approval.
- h. GAP supports the use of video or other electronic monitoring. Use of video technology is not a requirement but can be used in place of certain observations. Please refer to GAP's Pilot Policy Manual v1.0 and contact your Certifier for additional details about how this must be conducted.
- i. 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.
- j. If a standard has not been met for all birds on the operation at the time of initial audit, a designation of approval will not be assigned until evidence is provided confirming that the standard has been met.
- k. If in a particular situation or circumstance, a standard as written might compromise the welfare of the birds in the producer's care, the producer should contact their certifier to discuss applying to GAP for a deviation.

4. Non-Conformances

Note: This section provides a brief overview of the provisions of the GAP Pilot Policy Manual v1.0 relating to non-conformances. For further details please refer to that document.

- a. If an operation 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 an operation 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 GAP’s Pilot Policy Manual v 1.0).

In the example below, the **C** indicates that failure to meet the standard would be considered a critical non-conformance and the operation would be denied certification (see GAP’s Pilot Policy Manual v1.0, Section 5 Repeat Non-conformances for further information).

P2.3 Handling	
	Birds must be handled properly and respectfully.
P2.3.1 C	<p>C [P2.3.1 a]: <i>GAP has a zero-tolerance policy to kicking, throwing, striking, punching, hitting and any other actions or omissions in care that could cause harm or injury to birds.</i></p> <p>C [P2.3.1 b]: <i>Proper and respectful handling extends to all birds – healthy, sick, injured and/or dead.</i></p>

In the example below, the **M** indicates that failure to meet the standard would be considered a major non-conformance. If at recertification, this standard is still not in compliance, then it would be considered a critical non-conformance and the operation would be denied certification (see GAP’s Pilot Policy Manual v1.0, Section 5 Repeat Non-conformances for further information).

STANDARD	
P1.5 Euthanasia	
P1.5.2 M	Any bird identified as requiring euthanasia must be euthanized upon discovery.

In the example below, as there is no **C** or **M** beside the standard, this means that the standard is classified as a minor non-conformance if it fails to be met. If at recertification, this standard was still not in compliance, then it would be considered a major non-conformance (see GAP’s Pilot Policy Manual v1.0, Section 5 Repeat Non-conformances for further information).

STANDARD	
P2.8 Mortality	
P2.8.1	Daily records that separately identify birds that die, are culled and are predated are required for each flock.

- c. If an operation is issued a critical non-conformance, certification will be denied.

- d. If an operation is issued a major or minor non-conformance, it needs to be addressed and the response submitted to the certifier by the operation within 3 weeks from the date the certifier issues the audit report, and be accepted by the certifier as an acceptable response to the non-conformance, before a certificate is issued. If the operation does not respond to the non-conformance within 3 weeks, it will result in a shortened certificate (see GAP's Pilot Policy Manual v 1.0 Section 5 Non-conformances).

5. Operations with Both Pullets and Laying Hens

Step 5+ operations must rear pullets from day-old for their laying hen operations. Other operations may chose to rear their own pullets.

- a. If a single operation manages both pullet rearing and laying hens AND has both types of bird on the operation at the same time, the following points apply.
 - i. Operations must complete an application form each certification cycle. Operations that have both pullet rearing and laying hens on site will complete a single combined application form that covers both pullets and hens.
 - ii. The pullet audit will take place at the same time as the laying hen audit.
 - iii. On successful completion of the certification process the operation will receive two certificates. A GAP Certified certificate for the pullet rearing part of their operation and a Step-rated certificate for the laying hen part of their operation.
- b. If a single operation manages both pullet rearing and laying hens but only has pullets OR laying hens on-site at the time of audit, the following points apply:
 - i. Operations must complete an application form each certification cycle. Operations that have both pullet rearing and laying hens on site will complete a single combined application form that covers both pullets and hens.
 - ii. Each audit will take place at a different time. The pullet audit will take place when pullets are on-site at the operation. The laying hen audit will take place once birds have moved into the laying part of the operation.
 - iii. On successful completion of the certification process for both audits the operation will receive two certificates. A GAP Certified certificate for the pullet rearing part of their operation and a Step-rated certificate for the laying hen part of their operation.

6. Additional Standards Documents

The documents listed below can be downloaded at <http://www.globalanimalpartnership.org/> or received by contacting your GAP-accredited certifier.

- a. The Animal Welfare Rating Pilot Standards for Pullets v1.0 is accompanied by GAP's Pilot Policy Manual v1.0.
- b. As per bullets 2.a, 5.a and 5.b above, each operation is required to complete an Animal Welfare Rating Standards Pilot Program Application: Pullets, or a 5-Step® Animal Welfare Rating Standards Pilot Program Application: Combined Pullets and Laying Hens each certification cycle.
- c. The 5-Step® Animal Welfare Rating Pilot Standards for Laying Hens v1.0 provide information on the management of hens once they have been transferred to the laying hen operation.

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① Certain historical records and documents included in this set of standards may not be available at the time of initial audit as the operation applying for certification was unaware they would be required to monitor and/or records them and, therefore, cannot create them for past events, treatments, assessments, or practices. At the time of initial audit, record-keeping, protocols and documentation mechanisms must be in place to meet each of these standards, and be available for review.

P1 ANIMAL SOURCE AND HEALTH

STANDARD	
P1.1 Source / Breed / Lines	
P1.1.1 	Intentional use of genetically modified or cloned birds is prohibited.
Welfare of Chicks at the Hatchery – Recommended (R)	
① While it is not covered by these standards, GAP is concerned with the welfare of chicks at the hatchery. GAP also supports scientific and practical research investigating methods to reduce or end the need to cull male chicks, such as the recent developments that allow hatcheries to determine in-ovo gender before incubation. Once such advances are commercially available, GAP may require the use of such technology.	
R1	Humane methods should be used to dispatch unhatched and partly hatched chicks and to cull males.
P1.2 Medication	
P1.2.1 	Use of beta agonists and/or arsenic-based drugs is prohibited. ① [P1.2.1]: Arsenic-based drugs include, but are not limited to 3-Nitro®, Roxarsone, Nitarsone, Arsanilic Acid, and Carbarstone.
P1.2.2	Sub-therapeutic use of antibiotics, ionophores, and/or sulfa drugs is prohibited. ① [P1.2.2 a]: See Standard P1.3.1 for prompt treatment of birds. ① [P1.2.2 b]: See Glossary for definition of sub-therapeutic.
P1.2.3	Off-label / extra-label use of medicines is prohibited unless prescribed or advised by a veterinarian. ① [P1.2.3 a]: Veterinarian prescription documentation may be acquired via email or fax. ① [P1.2.3 b]: Parasiticides and vaccines are not included in this standard.
P1.2.4	Expired medication is prohibited.
P1.3 Treatment	
P1.3.1 	Sick or injured birds must be treated promptly. ① [P1.3.1]: Treatment may include herbal or homoeopathic remedies when these have been shown to be effective.
P1.3.2	Sick or injured birds that are not responding to treatment must be euthanized according to Section P1.4. ① [P1.3.2]: This could include birds that are lame and unable to easily reach food and water, birds with misshapen beaks, and/or birds that are sick or injured without chance for recovery.
P1.3.3	Records must be kept of any treatment (medication, antibiotics, vaccinations, probiotics etc.) to any individual or group of birds including: <ul style="list-style-type: none"> a. any substance administered; b. date and method of administration; and c. flock/bird ID.

STANDARD	
P1.3 Treatment Continued	
P1.3.4	Veterinarian-prescribed treatments must be administered according to veterinarian guidance.
P1.3.5	Any area designated for sick or injured birds, such as a hospital pen or designated area within an existing pen, must provide feed and water and meet the space requirements and housing conditions detailed in the HOUSING section. <i>① [P1.3.5]: Sick and/or injured birds may be segregated from healthy birds when necessary, but it is not required if it is in the best interest of the bird to keep it with the flock.</i>
P1.3.6	Segregated sick or injured birds must be monitored at least twice daily.
P.1.3.7	Products containing organophosphates, cannot be applied directly to pullets.
P1.4 On-Farm Euthanasia	
<i>① This Section and the methods listed in Standard P1.4.5 relate to on-farm euthanasia, which GAP defines as the act of killing individual birds in response to an irrecoverable illness or injury.</i> <i>① If emergency slaughter of the whole flock or a large proportion of the flock needs to take place due to a disease outbreak, this Section does not restrict the actions of the operation if the conditions or circumstances require them to take action guided by a veterinarian or regulatory official.</i>	
P1.4.1	All euthanasia must be performed by a trained person(s) or veterinarian. <i>① [P1.4.1]: Producers will not be required to euthanize a bird in order to show compliance with this standard, but they must be able to describe the training they have received whether this is experiential or formal.</i>
P1.4.2 	Any bird identified as requiring euthanasia must be euthanized upon discovery.
P1.4.3 	Euthanasia technique(s) must cause rapid insensibility and be immediately followed by death. <i>① [P1.4.3]: The operation must be able to articulate to the auditor the visual indicators of death, and the physical parameters that confirm this.</i>
P1.4.4	The person performing euthanasia must remain with the bird(s) until death is evident.

Please note: Section P1.4 On-Farm Euthanasia continues on the next page.

STANDARD

P1.4 On-Farm Euthanasia *Continued*

Methods of euthanasia are listed below, where YES indicates an acceptable method and NO indicates an unacceptable method. Pullets must be appropriately held or restrained as necessary to ensure the euthanasia method can be properly and safely administered.

METHOD	ACCEPTABILITY
Manual cervical dislocation (i.e. use of hands only to dislocate the neck as near to the head or skull as possible)	YES
Penetrating captive bolt pistol ¹	YES
Non-penetrating captive bolt pistol ¹	YES
Gas stunning and killing systems ¹ using (1) multi-phase carbon dioxide ² , (2) argon, (3) nitrogen, or (4) a mixture of these gases	YES
Electrical stun knife ¹ (only permitted if bird is stunned prior to cutting the neck)	YES
Veterinarian administered overdose of injectable anesthetics, including barbiturates and barbituric acid derivatives	YES
P1.4.5 Mechanical cervical dislocation (i.e. equipment that pulls/crushes the neck such as wringers or poultry pliers or handheld cervical dislocators such as the Koechner Euthanasia Device)	NO
Manually applied blunt force trauma to the head	NO
Decapitation	NO
Bleeding/slitting the throat without pre-stunning	NO
De-braining (inserting a sharp implement through the roof of the bird's mouth into its brain)	NO
Gunshot to the head	NO
Gas stunning and killing systems using carbon monoxide.	NO

¹ Only permitted if used to the manufacturer's specifications.

² 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.

📌 [P1.4.5 a]: *If an operation would like to use a method of euthanasia not listed above, written approval from Global Animal Partnership must be received prior to on-farm use in order to meet this Standard.*

📌 [P1.4.5 b]: *Fatigue can be an issue for caretakers when multiple birds require euthanization, so GAP encourages appropriate staffing and training.*

P1.4.6 Euthanasia equipment must be maintained according to manufacturer's specifications.

P1.4.7 All euthanized/dead birds must be removed from housing and/or pastures in use immediately.

📌 [P1.4.7]: *It is the responsibility of the operation to remove dead birds according to local, state, provincial, territorial, and/or federal or national regulations. Removal can include burial, or composting in a designated area that will not put birds at risk from transmission of diseases and/or the attraction of predators.*

P2 ANIMAL CARE AND MANAGEMENT

STANDARD	
P2.1 Daily Flock Management	
P2.1.1	Each flock must be observed and monitored at least twice daily. Records of observation and monitoring must be kept. ⓘ [P2.1.1]: Each inspection, whether twice daily or more, must be recorded to meet this standard.
P2.2 Hazard Management	
P2.2.1	Equipment, fittings, openings, protrusions, housing, outdoor areas, fences, and any other structures must be designed and maintained to prevent injury. ⓘ [P2.1.1]: The particular needs and risks for chicks and young pullets must be taken into account. For example, chick guards to protect the birds from injury, may be needed if chain feeders are used.
P2.2.2	Birds must be kept from contact with any potentially toxic substances (e.g. those used for maintenance, sanitation, cleaning, insect and rodent control).
P2.3 Handling	
P2.3.1 ⓘ	Birds must be handled properly and respectfully. ⓘ [P2.3.1 a]: GAP has a zero-tolerance policy to kicking, throwing, striking, punching, hitting and any other actions or omissions in care that could cause harm or injury to birds. ⓘ [P2.3.1 b]: Proper and respectful handling extends to all birds – healthy, sick, injured and/or dead.
P2.4 Physical Alterations	
P2.4.1	All physical alterations, including beak tipping, are prohibited with the exception detailed in Standard P2.4.3. ⓘ [P2.4.1]: Beak tipping is the use of a hot blade to dull the sharp point at the end of the pullet's beak.
P2.4.2	Birds going to Step 4 & 5 operations or being raised by Step 5+ operations: Beak trimming / beak conditioning is prohibited.
P2.4.3 ⓘ	Birds going to Step 2 & 3 operations: Beak trimming / beak conditioning is only allowed: <ol style="list-style-type: none"> using infra-red treatment; when no more than one third of the beak is removed; at day-old; and when a record is retained on file of the age and method of beak trimming/beak conditioning. ⓘ [P2.4.3 a]: See glossary for GAP's definition of "day-old". ⓘ [P2.4.3 b]: If beak trimming/beak conditioning is carried out by the hatchery, the pullet rearer must obtain and retain a letter from the hatchery confirming that the age and method of beak trimming/beak conditioning meets the requirements of the standard.
P2.4.4 ⓘ	Beak trimming / beak conditioning may only be performed once during the bird's life in accordance with Standard P2.4.3.

STANDARD	
P2.5 Thermal Comfort	
P2.5.1	The thermal comfort of chicks and pullets must be maintained at all times through management and/or the provision of supplemental heating and/or cooling, as necessary.
P2.6 Feather Condition	
P2.6.1	Any evidence of feather pecking must be promptly addressed and managed. <i>① [P2.6.1]: See Standard P2.6.3 for records requirements.</i>
P2.6.2	The use of goggles, blinkers, contact lenses, or any other artificial devices to restrict vision is prohibited.
P2.6.3	Records of any evidence of feather-pecking are required, including: <ul style="list-style-type: none"> a. date of incidence; b. percentage of affected birds (injured birds, birds with feather loss, birds that die from injurious pecking) per flock; c. actions taken to address feather-pecking; and d. outcomes of the actions taken to address feather-pecking. <i>① [P2.6.3 a]: Records are required only if incidence(s) of feather-pecking occur.</i> <i>① [P2.6.3 b]: Injurious feather pecking, where the skin is broken and/or cannibalism takes place, is rare in pullets, but pullet rearers should be alert to signs of less severe feather-pecking and take action when this occurs.</i>
P2.7 Lameness and Foot Health	
P2.7.1	Any incidence of lameness must be addressed and recorded. <i>① [P2.7.1 a]: See Section P1.3 for standards on treatment of birds.</i> <i>① [P2.7.1 b]: Appropriate action for addressing lameness will depend on whether the incidence is in an individual bird or flock wide. An individual bird with an injured foot might lead to a check of the environment for any sharp objects; flock wide lameness could be related to wider health problems and require a re-assessment of vaccination protocols.</i>
P2.8 Mortality	
<i>① There are four categories of mortality: (a) pullets found dead through natural causes, (b) pullets that are culled (see Standard P1.3.2), (c) pullets found dead through predation, and (d) pullets that are missing (lost or suspected to be predated).</i> <i>① Though all categories of mortality must be recorded, the percentages used to calculate the flock mortality thresholds in Standards P2.8.2 and P2.8.3 include only culls and pullets that die through natural causes – points (a) and (b) above. Losses due to predation and/or lost or missing pullets are <u>not</u> included in this calculation.</i>	
P2.8.1	Daily records that separately identify birds that die, are culled and are predated are required for each flock.
P2.8.2	Flock mortality in the first 7 days after placement must not exceed 1.5%.
P2.8.3	Flock mortality from 8 days after placement through to transfer to the laying hen operation must not exceed 2%.
P2.8.4	If flock mortality exceeds the percentages above for any one flock, a written intervention plan, as detailed in Appendix I, is required to reduce levels.
P2.9 Pullet Development	
P2.9.1	Pullet rearers must regularly weigh pullets in order to assess evenness of growth.

STANDARD	
Transfer of Pullets to the Laying Operation/Site – Recommended (R)	
R2	Pullet house temperature should be adjusted (usually to a lower level) over a period of 2 to 4 weeks so that it matches the expected temperature of the layer house.
R3	Lighting schedules and light intensity in the pullet house should be adjusted over a period of 2 to 4 weeks so that it matches the expected lighting in the layer house.
R4	Any adjustments in temperature, light schedule and light intensity that are noted in Recommendations R2 and R3 should be complete at least one week before transfer.
R5	Pullets should meet the expected breed or strain bodyweight and expected evenness, for their age and stage of sexual maturity before transfer.
	<p>📌 [R5 a]: Pullet breeders provide information on expected growth rate for each breed or strain of birds they produce. This information can generally be found on breeder’s websites.</p> <p>📌 [R5 b]: Evenness (sometimes referred to as flock uniformity) is a measure of how many birds fall within 10% above or below the expected target weight. Pullets should be delivered to the laying hen operation with an evenness of at least 80%.</p>

P3 FEED AND WATER

STANDARD	
P3.1 Water Availability	
P3.1.1 	All birds must have continuous access to drinking water.  [P3.1.1]: <i>Water may be withheld for up to 2 hours for the purposes of then delivering supplements and/or medication such as vaccine(s) in water.</i>
P3.1.2	Waterers must be checked daily and any debris cleaned out.
P3.2 Feeding Requirements	
P3.2.1 	All birds must have <i>ad-libitum</i> access to feed during daylight hours.
P3.2.2	Feeders must be designed and distributed to allow birds to eat without restriction.
P3.3 Feed Hygiene	
P3.3.1	Feed in storage bins and feeders must not be moldy or mildewed, contaminated by rodents, or otherwise compromised in quality.
P3.3.2	Feeders must be free of debris.
P3.4 Additives and Ingredients in Feed or Water	
P3.4.1 	Mammalian by-products are prohibited.  [P3.4.1]: <i>By-products include animal waste and products derived from slaughter/harvest process (see glossary).</i>
P3.4.2 	Avian by-products, including eggs, are prohibited.  [P3.4.2]: <i>By-products include animal waste and products derived from slaughter/harvest process (see glossary).</i>
P3.4.3	Each operation must keep up-to-date feed ration ingredient lists, or tags, including mineral/vitamin mixes whether using purchased or home mixed feed. Lists and tags need to be made available to the auditor.

P4 HOUSING

STANDARD	
P4.1 Housing Systems	
	All cage systems are prohibited.
P4.1.1 ⓘ	<p>ⓘ [P4.1.1 a]: A cage is a fully enclosed structure made of mesh, bars, or wires that prevents full range of motion and the ability to express natural behavior, such as roosting, foraging, dust-bathing and exercising (e.g. battery cage, colony cage). Cages do not include fenced-in porches and outdoor enclosures provided they allow for full range of motion and the ability to express natural behavior. Transport containers are also excluded from the definition of cages.</p> <p>ⓘ [P4.1.1 b]: Enriched, modified or furnished cages are prohibited.</p> <p>ⓘ [P4.1.1 c]: Systems designed to shut pullets into cages/aviaries, even if only temporarily, are prohibited.</p> <p>ⓘ [P4.1.1 d]: Cages used for sick birds are prohibited.</p> <p>ⓘ [P4.1.1 e]: This standard does not preclude the use of netted mobile/moveable coop systems provided that all of the other items for Section 4 are met.</p>
P4.1.2	<p>Pullets must be reared in a similar type of system as the laying hen operation.</p> <p>ⓘ [P4.1.2]: For example, if the operation is a multi-tier system, the pullets must have been given the opportunity to access and learn to use platforms of different heights during the rearing period.</p>
P4.2 Access to Housing	
P4.2.1	All pullets must have continuous access to housing, whether mobile or permanent, that provides protection from the elements and predation.
P4.3 Space Allowances	
ⓘ Space allowance is calculated by taking the square footage of house and dividing it by the number of birds placed.	
P4.3.1	Pullets must have enough space to express natural behavior, including standing, turning around, stretching and/or flapping their wings, dust-bathing and preening, without touching another bird.
P4.3.2	The minimum space allowance during the first four weeks of life is 0.45ft ² (0.04m ²) per chick (2.2 birds per ft ² or 24 birds per m ²).
P4.3.3 ⓘ	The minimum space allowance after birds reach four weeks of age is 1 ft ² (0.09 m ²) per bird (1 bird per ft ² or 11 birds per m ²).
P4.4 Flooring	
P4.4.1	Birds must be brooded on solid floors.
P4.4.2	<p>In stationary housing, after the birds reach four weeks of age there must be at least 0.4ft² (0.04m²) of solid floor per bird. The remaining space can be slatted or wire mesh.</p> <p>ⓘ [P4.4.2]: See Standard P4.3.3 for the minimum total space that must be provided per bird.</p>

STANDARD	
P4.5 Litter	
	Solid floors must be covered with litter at all times.
P4.5.1	① [P4.5.1 a]: <i>This Standard applies whether the solid floor makes up all or part of the floor of the house.</i>
	① [P4.5.1 b]: <i>Acceptable litter materials include sawdust, wood shavings, rice (or other) hulls, long or chopped straw, hay, miscanthus, sand, gypsum mix (a combination of a maximum of 50% gypsum 50% other acceptable litter materials) and chopped corn stalks. If an operation plans to use litter material that is not on this list, written approval from Global Animal Partnership must be received prior to use.</i>
	① [P4.5.1 c]: <i>For the first 48 hours after placement, it is acceptable for litter to be covered with absorbent paper while the chicks learn to feed, and to avoid them eating litter.</i>
P4.5.2	Litter must be non-toxic.
P4.5.3	Litter must be managed so it is friable and no more than 10% of the littered area is caked.
P4.5.4	Litter must be of quality and quantity to: <ul style="list-style-type: none"> a. provide a comfortable environment; b. allow for dust-bathing behavior.
	① [P4.5.4]: <i>At the time of audit, auditors will perform an assessment of soiled feathers as an additional indicator of litter conditions. See Appendix II: Soiled Feather Assessment.</i>
P4.5.5	Fresh litter must be added regularly to maintain quality and cover requirements.
	① [P4.5.5]: <i>See Standard P4.5.1 for cover requirements.</i>
P4.6 Air Quality	
① <i>See Appendix III for details of scoring Air Quality.</i>	
P4.6.1	Air quality in housing or structures where hens are shut in for any part of the day must be assessed at least once each day, using calibrated meters, testing strips, or sensory evaluation, and records kept.
	① [P4.6.1]: <i>For systems where hens have access to pasture air quality must be assessed <u>before</u> popholes are opened.</i>
P4.6.2	Air quality measures must not exceed the following levels when calibrated meters or testing strips are used: <ul style="list-style-type: none"> a. Dust: 10 mg per cubic meter; b. Ammonia: 20 ppm; OR score more than 1 on the air quality scale in Appendix III.
P4.6.3	If air quality is found to exceed the levels in Standard P4.6.2 a written intervention plan, as detailed in Appendix I, to improve it must be implemented that same day.
P4.7 Lighting	
P4.7.1	Light intensity in housing during daylight hours, either from artificial, natural light or a combination of artificial and natural light, must be maintained at a minimum of 20 lux (2 foot candles) throughout the house.
	① [P4.7.1]: <i>Fluorescent lighting tubes that have wavelengths similar to natural sunlight (more UV than red in the visual spectrum) are preferred.</i>

STANDARD	
P4.7 Lighting <i>Continued</i>	
P4.7.2	For the first two days from placement, birds must be provided with a daily minimum of 2 hours continuous darkness.
P4.7.3 ⓘ	By day 3 after placement, and then throughout the rest of their time on the pullet rearing operation, birds must be provided with a daily minimum of 6 hours of continuous darkness.
P4.8 Perches	
ⓘ <i>See glossary for definition of perching.</i>	
P4.8.1	Perches must be provided during the first four weeks of life at a minimum of 1.0" (2.5cm) of perch space per chick.
P4.8.2	Perches must be provided after birds reach four weeks of age at a minimum of 3.0" (7.5cm) of perch space per bird.
P4.8.3	After the birds reach four weeks of age, the distance from the floor to the first perch must not be less than 4.0" (10 cm).
	ⓘ [P4.8.3 a]: <i>Providing perches at a range of heights is strongly recommended.</i>
	ⓘ [P4.8.3 b]: <i>Ramps should be provided as an aid for pullets to access elevated perches.</i>
Enrichments – Recommended (R)	
ⓘ <i>During this Pilot Phase, GAP will undertake research on the provision of enrichments for pullets – how enrichments can be practically provided by pullet rearers and the benefit from these throughout the lives of the birds. At this time therefore, the recommendation below is an indication as to what may be required by GAP in future.</i>	
ⓘ <i>See glossary for GAP's definition of enrichments and Appendix VI in GAP's 5-Step Animal Welfare Rating Pilot Standards for Laying Hens v1.0 for further information.</i>	
R6	<p>GAP recommends that pullets are provided with environmental enrichments to encourage the expression of natural behavior. Enrichments should be items pullets can peck at, manipulate and destroy. Examples of suitable enrichments include:</p> <ul style="list-style-type: none"> • Bales of straw or hay • Hanging nets with hay/straw or non-edible but destructible contents such as new, un-dyed egg boxes • Edible pecking blocks • Spreading whole grains • Hanging bundles of strings and paper twists • Hanging edible items such as heads of lettuce or broccoli • Whole grubs and other insects

P5 PASTURE CONDITIONS – STEP 5+ OPERATIONS ONLY

① Pasture includes access to rangeland, grassland, planted pastures, managed pastures, wooded areas, orchards, vineyards and any other areas where vegetation is accessible.

① Pastures should be rested, and allowed to regenerate between flocks.

STANDARD	
P5.1 Pasture Access – Step 5+ Operations Only	
P5.1.1	Birds must have access to pasture from at least 12 weeks of age.
P5.1.2	The following pasture access records are required: <ol style="list-style-type: none"> date and daily times (let out and shut in) pullets are given access to pasture; any day that access to pasture is denied; and reasons for any denial of access to pasture.
	① [P5.1.2]: If the times remain the same, P5.1.2 a. above can be recorded on a weekly rather than a daily basis.
P5.1.3	Birds over 12 weeks of age must have access to pasture for at least 6 daylight hours per day.
P5.2 Popholes/Openings from the House – Step 5+ Operations Only	
P5.2.1	Popholes/openings from the house to pasture must be at least 12.0" (30cm) high and 18.0" (45cm) wide to allow the passage of more than one pullet at a time.
	① [P5.2.1]: GAP recommends that popholes/openings from the house to pasture areas should have shades or canopies to protect pullets (and the litter just inside the pophole) from rain, wind and bright sunshine. However care must be taken that these shades do not obstruct the pullets' sightline of the pasture.
P5.2.2	The maximum height between the bottom of the pophole or other opening and the floor of the house must not exceed 12.0" (30cm).
	① [P5.2.2]: If popholes/openings are higher off the ground than this, it restricts the pullets' sightline of the pasture.
P5.2.3	When popholes/openings from the house to pasture are only open on one side of the house, the total width of openings must be at least 8.0" (20cm) for every 100 pullets.
	① [P5.2.3 a]: A house may have several smaller openings spaced along one wall (e.g. popholes) or a single large opening (e.g. a door or wall segment) that can be added together to meet the minimum width of opening. ① [P5.2.3 b]: GAP recommends that doors are open on more than one side of the house at any one time to allow for better pullet movement onto the pasture. See also Standard P5.2.4 for the width of openings when this is the case.
P5.2.4	When popholes/openings from the house to pasture are always open on at least two sides of the house the total width of openings must be at least 5.0" (12.5cm) for every 100 pullets.
	① [P5.2.4]: A house may have several smaller openings spaced along one or more walls (e.g. popholes) or a large opening (e.g. a door or wall segment) that can be added together to meet the minimum width of opening.

STANDARD	
P5.2 Popholes/Openings from the House – Step 5+ Operations Only <i>Continued</i>	
P5.2.5	The area immediately outside the popholes/openings to pasture must be managed to stop it becoming muddy or an area of standing water. ⓘ [P5.2.5]: Options for management to achieve this could include ensuring an adequate overhang from the roof and/or collection of rainwater; use of free draining material such as bark chippings and/or placing plastic slats directly outside the openings.
P5.3 Vegetative Cover on Pasture – Step 5+ Operations Only	
P5.3.1	Within 200ft (61m) from the house, at least 75% of each occupied pasture area must be covered with vegetation and/or forage throughout the life of the flock. ⓘ [P5.3.1]: This standard cannot be met by placing cut or harvested vegetation and/or forages, such as alfalfa hay, in the pasture area.
P5.4 Provisions to Encourage Pullets to Use Pasture – Step 5+ Operations Only	
ⓘ If pullets feel safe they are more likely to go outside and use the pasture. Provisions to achieve this are listed in Appendix IV.	
P5.4.1	Provisions must be distributed in a way that encourages pullets to range and use the pasture, and must start within 15ft (4.5m) of the house.
P5.4.2	Provisions to encourage pullets to use pasture must be in place until birds are transferred to the layer part of the operation. ⓘ [P5.4.2]: If tall plant cover is counted as a provision and is destroyed by the pullets partway through the life of the flock alternative provisions (e.g. shade cloth or A-frame structures) must be provided.
P5.4.3	Provisions that encourage the pullets to use pasture must provide a cumulative total of at least 8ft ² (0.75m ²) of cover for every 100 pullets. ⓘ [P5.4.3]: For example, the pasture area for a flock of 1000 pullets contains two A-frame structures that each have a footprint of 20ft ² (1.85m ²), and a clump of trees and tall shrubs that cover an area of 40ft ² (3.7m ²). This gives a total of 80ft ² (7.4m ²) cumulative total of cover which meets the requirements of the standard. Note, at least one of these provisions must be within 15ft (4.5m) of the house.

P6 RODENT, WILD BIRD & PREDATOR CONTROL

STANDARD	
P6.1 Rodent Control Program	
① <i>The Standards in this Section are applicable to any rodent control efforts, whether contracted or not.</i>	
	Good sanitation must be the first level of rodent control.
P6.1.1	① [P6.1.1]: <i>Good sanitation includes exclusion of rodents from buildings, bays, or bins where birds live and where grain or other feeds are stored; clear up of spills of feed; and management of trash to reduce attracting or harboring rodents.</i>
P6.1.2	If good sanitation is ineffective an integrated rodent control program must be implemented. This program must include: <ol style="list-style-type: none"> a. methods of control that only target rodents; b. an assessment of different methods of lethal control that are commercially available; c. if traps are used they must be species specific, appropriately located and must be designed to cause rapid death; d. licensed rodenticides are only used in areas where traps will be ineffective (traps are most effective in enclosed spaces and rodent pathways) OR when monitoring is required, for example as part of salmonella reduction protocols.
	① [P6.1.2]: <i>Glue boards, drowning, and drowning traps do not meet the above requirements.</i>
P6.1.3	Multiple catch traps (e.g. tin cats) used for monitoring rodent populations must be baited with rodenticide.
P6.2 Wild Bird Control	
P6.2.1	Wild birds must be excluded from housing.
P6.3 Predator Control – Step 5+ Operations Only	
① <i>The standards in this Section are applicable to any predator control efforts, whether contracted or arranged by an outside third party.</i>	
① <i>Control of predators must not violate any local, state, provincial, territorial, federal, national, or other laws.</i>	
P6.3.1	When predators are considered to be a problem, each operation must have a predator control program in place.
P6.3.2	Non-lethal exclusion of predators from housing and pasture areas must be the first level of control.
P6.3.3	If non-lethal methods are ineffective and pullets are at risk, shooting is the only method of lethal control allowed and is only allowed if the shooter is skilled and the shot kills immediately.
P6.3.4 	Poisons, drowning, all snares, leg hold traps and all traps other than live traps are prohibited.
P6.3.5	Any live traps must be checked at least twice daily and captures must be acted upon within 24 hours.
	① [P6.3.5]: <i>Live traps, also known as humane traps, do not contain poison or in any other way result in lethal control.</i>
P6.4 Guardian Animals – Step 5+ Operations Only	
P6.4.1	Guardian animals, if used, must be: <ol style="list-style-type: none"> a. well trained; b. capable of deterring predators in the area; c. does not harm the flock it is guarding; AND is d. suitable for the environmental conditions of the operation.
	① [P6.4.1]: <i>This includes dogs, llamas, donkeys and any other animals that may be used for guardian duties.</i>

P7 HANDLING AND TRANSPORT

STANDARD	
P7.1 Transport of Chicks to the Pullet Rearing Operation	
① <i>See also Section P2.3.</i>	
P7.1.1	A record of the total number of chicks received from the hatchery for each flock is required.
P7.1.2	Dead-on-arrivals (DOAs) must not exceed 0.2% for each shipment. Records must be kept.
P7.1.3	The thermal comfort of chicks must be maintained at all times through management and the provision of supplemental heating and/or cooling, as necessary.
P7.2 Transport of Pullets to the Laying Hen Operation OR within the Operation (Step 5+ Only)	
① <i>The standards in this Section apply to any transport of pullets onto or within the operation.</i>	
① <i>See also Section P2.3.</i>	
P7.2.1 🚫	Transporting unhealthy, non-ambulatory, or injured pullets is prohibited.
P7.2.2	A record of the total number of pullets dispatched to the laying hen operation OR moved within the operation is required.
P7.2.3	The thermal comfort of pullets must be maintained at all times through transport to the operation, through the provision of supplemental heating and/or cooling, as necessary.
P7.2.4 🚫	Pullets must be handled properly and respectfully.

① *GAP's goal is to set standards for laying hens that cover the life of the hens from hatch through to slaughter. However, GAP is unable to do so at this time due to the complexity of the industry, and new technologies that are close to commercialization. At this time therefore, the recommendations below are only guidance as to standards. GAP will collect information and determine whether additional standards are needed to ensure pullet welfare is maintained in the future.*

Transport of Pullets to the Laying Operation OR within the Operation (Step 5+ Only) – Recommended (R)	
R7	Catchers must be trained in pullet handling and loading techniques.
R8	Transport containers must be in clean and sound operational condition and of a design that does not cause injury to the pullets.
R9	Transport personnel must be knowledgeable in all of his or her responsibilities and transport protocols, including those in the case of accident or emergency.

P8 PLANS, PROTOCOLS, PROCEDURES, TRAINING, RECORDS AND DOCUMENTS

① *Certain historical records and documents included in this set of standards may not be available at the time of initial audit as the operation applying for certification was unaware they would be required to monitor and/or records them and, therefore, cannot create them for past events, treatments, assessments, or practices. At the time of initial audit, record-keeping, protocols and documentation mechanisms must be in place to meet each of these standards, and be available for review.*

STANDARD	
P8.1 Written Farm/Animal Health/System Plan	
P8.1.1	<p>Each operation must have a written plan describing:</p> <ol style="list-style-type: none"> a. an overview of the operation, including size, type/stage of production, location, and typical climatic conditions; b. emergency procedures, including those for natural disasters, fire, water shut off, and, if applicable, power failure; c. operational practices and policies for pullet production: <ol style="list-style-type: none"> i. provision for daily feed and water, including ration details; ii. health programs (e.g. supplementation, vaccination and other preventative, maintenance and/or health-promoting practices, feather-pecking prevention and actions to be taken if feather-pecking occurs); iii. routine husbandry procedures; iv. care of sick and/or injured chicks and pullets, including on-farm euthanasia policies; v. management of pasture, if applicable to production system; vi. brooding; vii. rodent, wild bird, and predator control practices; d. environmental management (i.e. to reflect how various environmental challenges are handled such as large fluctuations in temperature, excessive humidity, etc.). <p>① [P8.1.1]: <i>The written farm plan can be provided by an affiliated group (e.g. a producer group, co-operative, marketing entity) or created with the aid of external consultation (e.g. extension agents, veterinarians, peers), but must include information specific and relevant to the operation applying for GAP certification.</i></p>
P8.2 Biosecurity Procedures and Protocols	
P8.2.1	<p>Each operation must have a documented and implemented biosecurity program that covers:</p> <ol style="list-style-type: none"> a. procedures for bringing any birds onto the site, including new birds/chicks and any returning birds; b. procedures and policies for employees; c. procedures and policies for visitors to the operation (e.g. provision of foot baths, booties, protective clothing; minimizing visitors; and visitor logs); d. feed trucks and equipment delivery to the operation; e. shared borders with neighboring operations, if applicable; f. clean-out procedures of housing units between flocks. <p>① [P8.2.1]: <i>GAP has specific protocols in the event of an avian influenza or similar disease outbreak. Please check with your certifier in the event a localized outbreak impacts your operations biosecurity procedures.</i></p>

STANDARD	
P8.3 Alternative Power Supply	
P8.3.1	If power is essential to the operation of heating, cooling, ventilation, watering, and/or feeding systems, each operation must have: <ul style="list-style-type: none"> a. an alternative power supply and/or fail safe device in working condition; AND b. a method of notification in the event of power failure alarm.
P8.4 Training	
P8.4.1	Each operation must provide training to all care-givers (whether full-time, part-time, seasonal or contractual) and/or managers that: <ul style="list-style-type: none"> a. is written and/or hands-on; b. is presented in all necessary languages; c. includes instruction on recognizing signs of normal and abnormal behavior; d. describes all aspects of the individual’s responsibilities; e. describes emergency procedures; f. is provided prior to the individual’s handling of any chicks or pullets on the operation; g. covers all requirements of this version of the GAP Animal Welfare Rating Pilot Standards for Pullets; h. is on-going as necessary and, at a minimum, when any changes affecting the care and management of pullets are implemented.
P8.4.2	Each operation must keep a record of all care-giver’s training (whether full-time, part-time, seasonal or contractual), including dates of training and topics covered. <ul style="list-style-type: none"> ① [P8.4.2 a]: <i>Training includes initial, re-training and on-going training.</i> ① [P8.4.2 b]: <i>This record-keeping standard applies to all care-givers but does not include immediate family members.</i>
P8.5 General Records Requirements	
P8.5.1 	Records must be written and made available to the auditor and/or certification company. Acceptable formats include, but are not limited to; record sheets and cards, calendars, notebooks, and computer documents. <ul style="list-style-type: none"> ① [P8.5.1]: <i>Records can be collected and stored by producer groups, but must be available at the time of audit.</i>
P8.5.2	Records must be presented in an organized manner.
P8.5.3	All records, reports, certificates, and other materials and correspondence relating to GAP certification must be kept for at least one certification cycle. <ul style="list-style-type: none"> ① [P8.5.3]: <i>These materials must be kept until after the operation has been re-certified.</i>
P8.6 Traceability and Chain of Custody	
① <i>Please see Program Requirements 1.i on the upcoming Chain of Custody Reconciliation Program, for more details.</i>	
P8.6.1 	Each operation must have individual flock records that can trace the birds from hatchery through to placement on the Step-rated laying hen operation. <ul style="list-style-type: none"> ① [P8.6.1 b]: <i>For operations supplying producer groups, it is acceptable for the producer group to record and maintain this information for individual operations.</i>

STANDARD

P8.6 Traceability and Chain of Custody *Continued*

P8.6.2	Each operation must send a chain of custody record with each shipment of pullets transported off the operation. The record must include: <ul style="list-style-type: none">a. the number of birds transported;b. date of transport;c. certificate number;d. certificate expiry date.
P8.6.3	A copy of the chain of custody record from each shipment of pullets must be kept by the operation for review by the auditor at re-certification.

Appendix I: Intervention Plans

Standards 2.8.4 and 4.6.3 require written intervention plans to be put into effect if flock mortality detailed in Standards 2.8.2 and 2.8.3 and air quality detailed in Standard 4.6.2, do not meet the requirements of the standards. The intervention plan template below must be completed and implemented for each flock when this occurs. GAP Certifiers will review these plans at audit.

Template:

Intervention plan questions	Operation's response
Which standard does the flock not meet and what level of mortality/air quality has been found?	
Why has the problem occurred?	
What actions have been put in place to resolve the issue now?	
What actions have been put in place to ensure this does not happen again with future flocks?	

Example of completed template:

Intervention plan questions	Operation's response
Which standard does the flock not meet and what level mortality/air quality has been found?	<i>Standard 2.8.3 – flock mortality for house 6 for our operation has reached 3% at 10 weeks old</i>
Why has the problem occurred?	<i>We've had some issues with coccidiosis and quite a few birds died.</i>
What actions have been put in place to resolve the issue now?	<i>On veterinary advice we added a coccidiostat to the feed and treated the entire flock</i>
What actions have been put in place to ensure this does not happen again with future flocks?	<i>We will be introducing a vaccination program against coccidia for all future flocks</i>

Appendix II: Soiled Feather Assessment

Standard P4.5.4 requires that litter within housing structures should be of quality and quantity to (1) provide a comfortable environment and (2) allow for dust-bathing behavior. At the time of audit, auditors will perform this Soiled Feather Assessment as an additional indicator of litter conditions by observing 50 birds in the flock. Pullet rearers are encouraged to perform this assessment themselves throughout the life cycle of the flock.

Under normal circumstances healthy birds keep themselves clean, they will avoid dirty areas and carry out regular preening. Dirt around the vent can indicate diarrhea. Dirt on feathers might indicate inadequate litter quality. It is a potential source for spreading disease and of relevance for general hygiene and bird welfare.

Protocol:

- i. Randomly select 5 birds from 10 different locations throughout the house or pasture area for a total of 50 birds.
- ii. Use the scoring system below, visually assess one side of the bird, not including the legs and feet.
- iii. Record the assessments. For your convenience a template score sheet has been created in case it is needed¹.

Scoring	0 =	Clean The bird is clean.
	1 =	Moderate dirtiness There is soiling on at least one part of the bird but it is < 2" (5cm).
	2 =	Substantial dirtiness There is soiling on one or more parts of the bird and the area is ≥ 2" (5cm).

¹ Scoring sheets illustrated below can be downloaded from www.globalanimalpartnership.org

Soiled Feather Assessment - Pullets

Date: _____ Flock age in weeks: _____
 House ID: _____ Flock Size (placed): _____
 Flock ID: _____ Litter type: _____

Scoring System	0 Clean Look for: - pullet is clean	
	1 Moderate Dirtiness Look for: - soiled feathers on at least one part of the pullet but it is < 2" (5cm)	
	2 Substantial Dirtiness Look for: - soiled feathers on one or more parts of the pullet and area is ≥ 2" (5cm)	

(Remember only score ONE SIDE of the body and don't score the legs and feet of the pullet)

Pullet	Dirtyness Score	Pullet	Dirtyness Score	Pullet	Dirtyness Score
1	16	31	46		
2	17	32	47		
3	18	33	48		
4	19	34	49		
5	20	35	50		
6	21	36			
7	22	37			
8	23	38			
9	24	39			
10	25	40			
11	26	41			
12	27	42			
13	28	43			
14	29	44			
15	30	45			

Dirtyness Score	
Total number of pullets with score 0	
Total number of pullets with score 1	
Total number of pullets with score 2	

Source: AssureWel protocols for laying hens. See <http://www.assurewel.org/layinghens/birddirtyness>

Appendix III: Air Quality Protocol

Section P4.6 requires assessment of air quality using ammonia meters, testing strips or sensory evaluation. Most operations do not use calibrated equipment to assess air quality on a daily basis. While this type of specialized equipment is an accurate way to measure air quality, it's typically too costly for everyday use. Sensory evaluation or testing strips are more commonly used. Protocols for all three methods are shown below.

Option 1: Sensory Evaluation

Below is a subjective score that can be used to assess air quality during daily monitoring.

Scores 2-5 (Moderate, Strong, Very Strong, and Overpowering) indicate that ammonia and dust are excessive and need to be addressed immediately for both human safety and bird health.

Protocol:

1. Once each day during flock monitoring, score air quality just prior to leaving the house OR before popholes/openings to the house are opened.
2. Record your air quality score.
3. If action is required (score 2-5), make any necessary adjustments to ventilation, management, etc. to improve air quality in your barn(s).

Scoring Air Quality			Action Required?
0	ZERO	odor and dust not noticeable (easy to breathe)	No - acceptable air quality
	1	WEAK	
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)	

Option 2a: Use of ammonia test strip papers

1. Once each day during flock monitoring, score air quality just prior to leaving the house OR before popholes/openings to the house are opened.
2. Wet the test strip with distilled water (tap water contains impurities that can affect the test result).

3. Wave the strip in the air at bird height for 15 seconds.
4. Compare the color of the exposed test strip to the calibrated color chart provided by the manufacturer to find the ppm of ammonia in the air.
5. Record the ammonia level found.
6. If action is required (score more than 20 ppm), make any necessary adjustments to ventilation, management, etc. to improve air quality in your barn(s).

Option 2b: Use of continuous ammonia sensor papers

Some types of ammonia sensor use a detection system similar to paper test strips, but rather than testing each day these are designed to provide readings for up to two months. These sensors provide a 3-hour time-weighted average of ammonia levels on a continuous basis. The visual sensor changes color (from golden yellow to blue) depending on the ammonia concentration in the surrounding environment.

1. Note expiration date (two months from the date of first use) on the sensor.
2. Attach sensor centrally & directly above the area to be monitored with string or twine. (It is recommended to have one sensor every 5,000ft² - approximately 70ft x 70ft).
3. Once each day during flock monitoring, score air quality just prior to leaving the house OR before popholes/openings to the house are opened.
4. Compare sensor color (center square) to surrounding color chart (outer circle) and record the ammonia level found.
5. If action is required (score more than 20 ppm), make any necessary adjustments to ventilation, management, etc. to improve air quality in your barn(s).
6. Replace after two months of use.

Option 3a: Use of electronic ammonia meters

1. Once each day during flock monitoring, score air quality before popholes/openings to the house are opened.
2. Turn the ammonia meter on outside the house.
3. Go inside and walk through the house for at least 2.5 minutes.
4. Read the result from the meter.
5. Record the ammonia level found.
6. If action is required (score more than 20 ppm), make any necessary adjustments to ventilation, management, etc. to improve air quality in your barn(s).

Option 3b: Use of ammonia detection tube meters

1. Once each day during flock monitoring, score air quality before popholes/openings to the house are opened.
2. Break the ends of the single use glass tube provided with the gas detection meter.
3. Place the tube inside the hand operated pump.
4. Pull back the handle of the pump and draw a 100ml sample of air into the glass tube from bird height. The ammonia in the air reacts to chemicals in the tube, changing the color of the chemicals the length of the tube from purple to beige.
5. The higher the level of ammonia in the house, the longer the color change down the length of the tube. Read the result from the graduated scale on the outside of the detection meter.
6. Record the ammonia level found.
7. If action is required (score more than 20 ppm), make any necessary adjustments to ventilation, management, etc. to improve air quality in your barn(s).
8. For a more accurate reading multiple samples should be taken.

Appendix IV: Provisions to Encourage Pullets to Use Pasture – For Step 5+ Operations ONLY

If pullets feel safe, they are more likely to go outside and use the pasture. Provisions to encourage pullets to use pasture must provide overhead cover (see Section P5.4), be distributed in a way that encourages ranging, and must start within 15ft (4.5m) of the house. While an operation may have other features in the pasture that are not considered a provision under GAP's definition, they don't need to be removed from the pasture. NOTE ABOUT PHOTOS: in the absence of photos of pullets, pictures of laying hens are used to illustrate acceptable and unacceptable provisions.

The following illustrates both acceptable and unacceptable provisions:

TREE COVER

Wooded areas provide acceptable cover.
ACCEPTABLE.



Young trees planted on right side of pasture (arrow). The young trees DO NOT provide enough cover yet, so the operation would need to provide additional provisions. **NOT ACCEPTABLE.**



The same planted trees some years later providing enough cover to meet the standard. **ACCEPTABLE.**



Large, leafy, bushy trees provide acceptable cover.
ACCEPTABLE.



These young saplings will provide cover in a few years – but in the meantime the operation needs to provide additional provisions. **NOT ACCEPTABLE.**



These trees are close to the house and provide cover along the whole side of the house.
ACCEPTABLE.



ARTIFICIAL COVER

Shade cloth is an acceptable provision. **ACCEPTABLE.**



This manmade structure is an acceptable provision. **ACCEPTABLE.**



This A-frame is acceptable but there needs to be enough of them to meet Standard 5.5.3. **ACCEPTABLE.**



This arc is acceptable but there need to be enough of them to meet Standard 5.5.3. **ACCEPTABLE.**



This A-frame is acceptable but there need to be enough of them to meet Standard 5.5.3. **ACCEPTABLE.**



This structure is acceptable but there need to be enough of them to meet Standard 5.5.3. Note the bushes and shrubs also provide additional cover. **ACCEPTABLE.**



TALL PLANT COVER

While this pasture meets the vegetative cover requirements, these grasses are not tall enough. **NOT ACCEPTABLE.**



Tall corn stalks provide overhead cover. However, corn stalks may not last year round and additional provisions may need to be provide during the winter to meet the standard. **ACCEPTABLE.**



Cover that is tall and dense, allowing birds to hide and explore the whole pasture. **ACCEPTABLE.**



Tall, leafy bamboo bushes provide overhead cover. **ACCEPTABLE.**



Dense brambles provide cover opportunities even in winter. **ACCEPTABLE.**



These rushes are not tall enough to provide cover. **NOT ACCEPTABLE.**



Glossary

Term	Definition
Beak-trimming	<i>Also known as beak-conditioning or beak treatment. A treatment that removes the pointed end of the beak.</i>
Beak-tipping	<i>The use of a hot blade to dull the sharp point at the end of the pullet's beak.</i>
Brooding	<i>Special provision of food, water and warmth for young chicks, normally up to 4 weeks.</i>
By-product	<i>Animal waste and products derived from slaughter/harvest process including blood or any of its components, meat, bone, bristles, flesh, hair, hides, hooves, horns, offal, skins, wool, fat, feather.</i>
Chick	<i>A bird up to 4 weeks of age.</i>
Cull	<i>A bird that has been removed from the operation and killed as a management decision.</i>
Day-old	<i>A chick from hatch up to the age of 48 hours is described as a "day-old".</i>
Dust-bathing	<i>Bird behavior characterized by moving around in dry earth, dust, sand or similar materials as part of a feather cleaning routine.</i>
Emergency slaughter	<i>Situations where the whole flock or a large proportion of the flock have to be slaughtered in response to an emergency situation, for example an Avian Influenza outbreak.</i>
Enrichment	<i>Materials that are provided to birds to add complexity to their environment, encourage the expression of natural behavior (such as ground scratching, pecking, and foraging), and decrease the expression of abnormal and deleterious behavior.</i>
Euthanasia	<i>The act of killing individual birds on-farm in response to an irrecoverable illness or injury.</i>
Evenness	<i>Evenness (sometimes referred to as flock uniformity) is a measure of how many birds fall within 10% above or below the expected target weight.</i>
Feather-pecking	<i>The pecking of one bird's feathers by another bird. See also injurious feather-pecking below.</i>
Flock	<i>A barn/house of chicks or pullets. The group can be kept all together or divided into smaller groups but would be considered one flock. See also Program Requirements 1.e.</i>
Genetically modified	<i>Birds who have been genetically altered (modified, engineered). This does not include birds that are genetically selected for certain traits.</i>
Hen	<i>Any female bird over the age of 18 weeks, whether or not it has started laying, is defined as a hen.</i>
Injurious feather-pecking	<i>When feather-pecking includes pecking at more than just the feathers, but also the vent, body, head, eyes etc. Once damage to the birds plumage is such that skin is exposed, and pullets are starting to peck at exposed skin, AND/OR, pullets are seen to be pecking at the head, eyes or other parts of the body, AND/OR if cannibalism is seen, then this would be considered injurious feather-pecking and action would be required.</i>
Lameness	<i>The inability to use one or both legs in a normal manner.</i>
Litter	<i>Bedding materials.</i>
Loading	<i>Putting birds into transport crates/vehicles whether manually or mechanically.</i>

Term	Definition
Mortality	<i>The number of birds that die or are culled, expressed as a percentage. This does not include birds that are predated or which go missing.</i>
Off-label / extra-label medication	<i>Off-label use is the use of pharmaceutical drugs for an unapproved indication or in an unapproved age group, unapproved dosage, or unapproved form of administration.</i>
Operation	<i>A farm keeping pullets (see definition under Program Requirements 1.f.).</i>
Organophosphates	<i>Chemical compounds often used as pesticides, which have been shown to have adverse effects on the nervous system of humans and animals.</i>
Pasture	<i>Access to rangeland, grassland, planted pastures, managed pastures, wooded areas, orchards, vineyards and any other areas where vegetation is accessible at bird height.</i>
Perching	<i>The act of standing or sitting balanced, with feet wrapped around an elevated, narrow object such that the bird can preen, rest or sleep comfortably and safely for an extended period.</i>
Placement	<i>The act of removing birds from the transport container and placing into their living accommodation.</i>
Pullet	<i>A female bird from 48 hours after hatching through to 18 weeks of age is defined as a pullet.</i>
Slatted flooring	<i>Flooring that has one or more open space(s) to allow water or feces to pass through.</i>
Space allowance	<i>The space available to birds (whether indoors or outdoors) divided by the total number of birds using that area.</i>
Sub-therapeutic	<i>Administering treatment in a preventative manner when birds are not sick; this includes low doses of medication over an extended period of time or using medication routinely</i>
Therapeutic	<i>Administering treatment to birds that are sick or injured.</i>