



Group Fish Health and Welfare Policy

Title	Group Fish health and Welfare Policy		
Scope	Regal Springs Group in all production countries during all farming activities		
Date of Issue	August 2023	Review Due	August 2026
Version	2.0		
Sponsor	Head of Group Farming, Group Processing and NPD Manager, Group Sustainability Manager		

1. Purpose

Fish health and welfare are a priority for us and are reflected in all aspects of our ways of working. We approach the subject matter with a holistic approach, always keeping the wellbeing and prevention of health challenges and suffering at the forefront of our mind. We implement this mindset throughout the life cycle of our tilapia from brood stock over, larvae, juveniles, grow out and right through to the humane electric stunning at harvest. We have the strong belief that healthy fish that are comfortable in their environment, mindfully cared for and receive everything they need to thrive are stronger, develop their full potential and live a better life.

2. Scope

This Regal Springs Group Fish Health and Welfare Policy provides the guiding principles for best practices for all Regal Springs Group's operations that guarantee best fish health and welfare. Regal Springs is committed to integrating fish health and welfare into its global aquaculture production systems. This includes ensuring that all farming activities, from providing the required nutrition, preventing diseases, assuring the appropriate environment to live in to preventing stress are managed in line with best aquaculture practices from egg to harvest. We follow the most up to date sciences and regularly review our operations to implement new methodologies and technologies to further enhance the health and welfare of our tilapia.

3. Guiding Principles

Our goal is to keep Regal Springs tilapia at the forefront of being the best quality and being farmed with assuring fish health and the highest welfare, whatever the origin from Regal Springs global operations. To ensure we can achieve this goal, Regal Springs is committed to responsible best operational practices.





Fish health and welfare are key priorities for Regal Springs:

- 1. We raise fish in the right environment, we know that the optimal environment will ensure that we raise strong and healthy fish, as naturally as possible.**
 - Water quality is checked regularly, and the right action is taken to ensure the fish's health and welfare if a change in water quality is detected.
 - We give the fish the space they need to express their normal behavior and protect them from predators such as birds of prey.
- 2. We provide our fish with the right nutrition.**
 - Feed is provided in line with the fish's nutritional requirements depending on their life stage to allow them to develop healthily to their full potential.
- 3. We prevent disease by implementing strict biosecurity measures and utilizing vaccination for all our fish before stocking into the lakes.**
 - Biosecurity measures are fundamental parts of all our farming operations to prevent introducing any pathogens or cross contamination. Vaccination of all fish is another great tool that allows us to prepare our fish to stay healthy.
- 4. Regular fish health and welfare checks by experienced in-house veterinary surgeons.**
 - Routine fish health and welfare checks ensure early detection of potential health or welfare challenges and allow us to react as soon as possible with the appropriate measures.
- 5. We keep handling of the fish to a minimum.**
 - Sometimes our fish need to be handled, e.g., during vaccinations and grading to size, this can be stressful for the fish. We aim to keep handling to a minimum, ensure proper handling protocols and train our staff in correct handling measures.
- 6. Transport and humane stunning.**
 - Transport can be stressful for fish; we maintain the correct water quality and oxygenation for the whole length of transportation.
 - We require our fish to be electrically pre-stunned prior to slaughter, and do not allow methods that result in unnecessary suffering of the fish, such as use of carbon dioxide, suffocation in air or on ice, or bleeding without stunning.
- 7. Staff Training and awareness.**
 - We have dedicated animal health and welfare professionals and veterinarians on site in all our farms. Our fish health and welfare teams are responsible for the day-to-day health and welfare of our fish and will take rapid and appropriate action to minimize risks to fish health and welfare. We ensure that our staff are trained and aware of methods and protocols that help us optimize fish health and welfare and reduce stress of the fish.

