

# 2024 Animal Welfare Metrics & Guidance (For Bison)

Report data for the prior calendar year (2023). Metrics in this focus area will be displayed based on the designation of slaughter or further processor and type of protein for each establishment.

Resources provide information to assist in meeting the metric or to help define criteria for the metric. Resources may be a known standard, policy, practice, program, and/or recognized best practice.

## Foundational Metrics (Baselines)

None

## Achievement Metrics

When answering these achievement metrics to indicate yes, type the number of establishments for which you are reporting that would say yes. Within the achievement metrics, we use a commit, track, deliver, made public framework. This framework is to show the company's or establishment's progression as it relates to meeting this metric and possibly going above and beyond the metric (deliver/made public).

In general, across all focus areas unless clarified under the metric, the following will be the guiding definitions for commit, track, deliver, made public, not applicable, and choose not to report.

- **Commit (C)** - Means internally the company has stated a commitment to the metric.
- **Track (T)** - Means internally the company has a mechanism for measuring/recording/reporting information supporting this metric.
- **Deliver (D)** - Means the company is meeting the internal goal(s) or commitment(s) pertinent to this metric. For some metrics, Deliver may refer to using the information to identify opportunities for improvement and demonstrate a gap closure or going above and beyond meeting the metric.
- **Made Public (P)** - At the company level, information regarding this metric has been published, printed, or posted publicly displaying the company's commitment to this metric externally. Examples: posted on the company website; included in an ESG (Environmental, Social, and Governance) report; etc.
- **N/A** - Not Applicable
- **Not Reporting (NR)** - Choose not to report.

### Definitions (unless otherwise clarified in the metric):

- **Supplier:** who you receive a product and/or service from.
- **Customer:** who you sell a product and/or service to.

The question mark (?) after each metric provides guidance on how to report for each individual metric. If there is nothing specific to that metric for interpretation assistance, then the definitions of commit, track, deliver, and made public as written above prevail.

**Example:** If you are reporting for 3 establishments, the max number you can input is 3.

- If 3 of 3 of the establishments have committed to the metric, enter 3.
- If only 2 of 3 establishments are tracking the metric, enter 2.
- If only 1 establishment has delivered on the metric, enter 1.
- If the answer is no for all establishments reported on, enter zero.



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**Reminder:** In the reporting module, you will only see metrics relating to the protein AND whether an establishment was designated as a slaughter and/or processing facility. If an establishment is incorrectly displaying as slaughter or further processor contact the Company Verifier. They can make changes to the establishment type under Company Setup. Below look for SLAUGHTER or FURTHER PROCESSOR (see A8 & A9) after each metric.

Indicator	Metric	C	T	D	P	NA	NR
Animal Transport	<b>A1.</b> A written company program for animal welfare during transport is in place. (slaughter)						
	<ul style="list-style-type: none"> <li><b>Commit</b> - A written company program is in place with a method in place to ensure adherence to the program and initiate corrective actions for deviations. Will likely include measures to communicate the program to and resolve concerns with internal and/or third-party transporters.</li> <li><b>Track</b> - A process is in place to monitor adherence to the company program. Monitoring should cover all production shifts.</li> <li><b>Deliver</b> - Monitoring demonstrates adherence to the company program and reconciliation of corrective actions for deviations.</li> <li><b>Made Public</b> - Examples: Information about the company animal welfare program is available on a website, shared upon request, part of a supplier program, in a sustainability report, etc.</li> <li><b>N/A</b> - If selected, a text box will ask why this metric isn't pertinent to the establishment(s) and/or company.</li> </ul> <p><b>Resources:</b> Canadian Resource for transportation of animals including to slaughter: <a href="#">Health of Animals Regulations: Part XII: Transport of Animals-Regulatory Amendment Interpretive Guidance for Regulated Parties</a></p>						
	<b>A4.</b> Implements a comprehensive Animal Welfare Program. (slaughter)						
	<ul style="list-style-type: none"> <li><b>Commit</b> - a written program is in place with a monitoring component to measure adherence to the program and initiate corrective actions for deviations. The program addresses aspects of animal welfare as outlined in the <a href="#">Meat Institute Animal Handling Guidelines</a>.</li> <li><b>Note:</b> <ul style="list-style-type: none"> <li><i>Meat Institute Animal Handling Guidelines do not currently specifically address bison. You can use these guidelines as a best practice of what may be considered for your establishments/company.</i></li> <li><i>A program that has been designated as robust by FSIS would likely meet the criteria.</i></li> </ul> </li> <li><b>Track</b> - Internal monitoring is conducted regularly to measure adherence to the program. Monitoring should cover all production shifts.</li> <li><b>Deliver</b> - Monitoring demonstrates adherence to the program and timely reconciliation of corrective actions for deviations.</li> <li><b>Made Public</b> - Examples: Information about the company animal welfare program is available on a website, shared upon request, part of a supplier program, in a sustainability report, etc.</li> <li><b>N/A</b> - If selected, a text box will ask why this metric isn't pertinent to the establishment and/or company.</li> </ul> <p><b>Resources:</b></p> <ul style="list-style-type: none"> <li><a href="#">Meat Institute Animal Handling Guidelines</a></li> <li><a href="#">USRSB Packer Processor Toolkit</a></li> </ul> <p><b>Canadian Resources:</b></p> <ul style="list-style-type: none"> <li><a href="#">Sanitary Requirements for Export of Cattle or Bison from Canada to the United States of America HA1941 (Amended 2021-07-06)</a></li> <li><a href="#">Safe Food for Canadians Act – Humane Treatment at slaughter</a></li> <li><a href="#">Preventative Control Plan (like US Comprehensive Animal Welfare Program)</a></li> </ul>						

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Indicator	Metric	C	T	D	P	NA	NR
Live Animal Holding and Slaughter	<b>A7.</b> Maintains a written animal welfare policy that requires live animal suppliers to implement an Animal Welfare program or code of practice, that includes employee training and specific standards for animal care. (slaughter)						
	<p>Reminder: This metric and A8 are similar. A7 is for establishments that slaughter. A8 is for establishments that further process.</p> <ul style="list-style-type: none"> <li><b>Commit</b> - A company policy is in place to source from direct (immediate) live animal suppliers (examples: livestock markets, feeders, producers, etc.) that implement animal welfare programs, such as: <ul style="list-style-type: none"> <li>USA: <ul style="list-style-type: none"> <li><a href="#">BQA (Beef Quality Assurance)</a></li> <li><a href="#">Livestock Market Association (LMA) Animal Handling Modules</a></li> </ul> </li> <li>Canada: <ul style="list-style-type: none"> <li><a href="#">VBP+, (Verified Beef Production)</a></li> <li><a href="#">Ontario Corn Fed Beef (OCFB) Quality Assurance Program</a></li> <li><a href="#">Canadian Bison Association &amp; National Farm Animal Care Council (NFAACC) Code of Practice for the Care and Handling of Bison</a></li> </ul> </li> <li>Supplier(s) could utilize an independent program (internal or comparable) that meets the industry standard and/or the intent of the metric but would need to be verified by the company.</li> </ul> </li> <li><b>Track</b> - A program is in place to verify suppliers are implementing the program. <ul style="list-style-type: none"> <li>Programs can be verified by an affidavit, letter of guarantee, or third-party audit.</li> <li>Note: This metric contributes to the industry's <a href="#">2025 Animal Welfare Protein PACT goal</a>.</li> </ul> </li> <li><b>Deliver</b> - All suppliers provide proof of implementation prior to delivery.</li> <li><b>Made Public</b> - Examples: Information about the company animal welfare program is available on a website, shared upon request, part of a supplier program, in a sustainability report, etc.</li> <li><b>N/A</b> - If selected, a text box will ask why this metric isn't pertinent to the establishment and/or company.</li> </ul>						
	<b>A8.</b> Maintains a written company animal welfare policy that requires direct suppliers (slaughter establishment) to implement a comprehensive Animal Welfare Program. (further processors)						
<p>Reminder: This metric and A7 are similar. A7 is for establishments that slaughter. A8 is for establishments that further process.</p> <ul style="list-style-type: none"> <li><b>Commit</b> - A policy is in place to source from direct (immediate) suppliers that implement a comprehensive Animal Welfare Program (see Resource below). <ul style="list-style-type: none"> <li>Supplier to be defined as a slaughter establishment.</li> <li>Aim of this metric: Raw material suppliers implement a comprehensive Animal Welfare Program.</li> </ul> </li> <li><b>Track</b> - A program is in place to verify suppliers who slaughter implement a comprehensive animal welfare program AND that suppliers who don't slaughter but provide meat products have an animal welfare policy in place. Letters of guarantee or affidavits would suffice. <ul style="list-style-type: none"> <li>Note: This metric contributes to the industry's <a href="#">2025 Animal Welfare Protein PACT goal</a>.</li> </ul> </li> <li><b>Deliver</b> - All suppliers provide proof of implementation prior to delivery.</li> <li><b>Made Public</b> - Examples: Information about the company animal welfare program is available on a website, shared upon request, part of a supplier program, in a sustainability report, etc.</li> <li><b>N/A</b> - If selected, a text box will ask why this metric isn't pertinent to the establishment and/or company.</li> </ul> <p><b>Resource:</b></p> <ul style="list-style-type: none"> <li><a href="#">Meat Institute Animal Handling Guidelines and Audit</a></li> </ul>							

# Animal Welfare Metrics & Guidance (For Bison)

Indicator	Metric	C	T	D	P	NA	NR
Industry Engagement	A9. Participates in species-specific stakeholder initiatives (e.g., industry welfare committees) to improve animal well-being. (slaughter) (further processors)						
	<ul style="list-style-type: none"> <li><b>Commit</b> - Company has identified and committed to participating in species-specific stakeholder initiatives, such as:                             <ul style="list-style-type: none"> <li>Meat Institute Animal Welfare Committee</li> <li>National Bison Association and/or state/regional association(s) or initiatives.</li> <li>Canadian Bison Association or a provincial Bison Association(s).</li> <li>A veterinary association</li> <li>Or similar at a regional or state level.</li> </ul> </li> <li><b>Track</b> - Records are kept documenting regular participation such as attendance; working on subcommittees or task forces; and/or knowledge contributions at meetings, conferences, etc.</li> <li><b>Deliver</b> - Company engages in any of the following activities to advance continuous improvement in animal welfare: Works with an external animal welfare advisor; Conducts/invests in projects dedicated to advance animal welfare (e.g., technology and innovation);                             <ul style="list-style-type: none"> <li>If selected, a text box for more information will appear. By providing information on project investments – new research and innovations this keep's the Meat Insitute's Animal Welfare Staff in the loop.</li> </ul> </li> <li><b>Made Public</b> - Posting participation on social medial; having conversations with customers (e.g. restaurants, retailers, etc.) about animal welfare related topics; conversing with fellow packer/processor colleagues in the animal welfare space to stay informed on the latest information and innovations.</li> </ul>						

## Protein PACT's Animal Welfare Goal

By year's end of 2025, 100% of members who handle animals will pass third party animal transport and handling audits. (A2 Track; A5 Track) AND all members will require all suppliers to implement [an animal welfare program that includes] employee training and species-specific standards for animal care (A7 Track; A8 Track).

Success of this metric will be collected during the 2026 reporting window gathering industry data from our slaughter and processing companies' 2025 calendar year operations.

## General Meat Institute Resources for Animal Welfare:

- [Meat Institute's Animal Welfare Page & Committee info](#)
- Coming Soon! Meat Institute Animal Handling Audit has been updated and will be known as the Animal Handling Audit (DATE)

# Animal Welfare Metrics & Guidance (For Bison) For 2025, Reported on in 2026

## For 2025, Reported on in 2026

These metrics are for your FUTURE information. The plan is to add them to the Protein PACT framework after bison has been added to the Meat Institute Animal Handling Guidelines. If interested in being involved in this work, contact Meat Institute Animal Welfare staff leader Miriam Martin [mmartin@meatinstitute.org](mailto:mmartin@meatinstitute.org).

Indicator	Metric	C	T	D	P	NA	NR
Animal Transport	A2. At a minimum annually, passes an accredited third-party Meat Institute Animal Handling Transport Audit conducted by a certified auditor. (slaughter)						
	<ul style="list-style-type: none"> <li>• <b>Commit</b> - A goal has been established to conduct and pass an accredited third-party audit annually at the slaughter establishment(s).</li> <li>• <b>Track</b> - A passing third-party audit is conducted annually at the establishment(s).                             <ul style="list-style-type: none"> <li>• Note: This metric contributes to the industry's 2025 Animal Welfare Protein PACT goal.</li> </ul> </li> <li>• <b>Deliver</b> - The establishment(s) does not fail an audit during the entire calendar year.                             <ul style="list-style-type: none"> <li>• For 2024 &amp; 2025 reporting on calendar years 2023 and 2024, use the NAMI Animal Handling Audit.</li> <li>• Reporting in 2026, implementing in calendar year 2025 and beyond please reference the Meat Industry Animal Handling Transport Audit (which is replacing the NAMI Animal Handling Transport Audit. The new Audit allows for more than a pass/fail score. Therefore, reporting in 2026 on CY 2025 deliver will mean the establishment has gone above and beyond a passing scoring.</li> </ul> </li> <li>• <b>Made Public</b> - ???</li> <li>• <b>N/A</b> - If selected, a text box will ask why this metric isn't pertinent to your establishment(s) and/or company.</li> </ul>						
Animal Transport	A3. Participates in country- and species-specific transportation programs. (slaughter)						
	<ul style="list-style-type: none"> <li>• <b>Commit</b> - Company has identified &amp; committed to participating in country- &amp; species-specific transportation programs, such as:                             <ul style="list-style-type: none"> <li>• USA: Beef Quality Assurance Transport (BQAT) for Beef; Transport Quality Assurance (TQA) for Pork; etc.</li> <li>• Canada: CLT (Canadian Livestock Transport) for Beef, Pork, Sheep, Bison, Elk, and Horses.</li> <li>• Supplier(s) could utilize an independent program that meets the intent of the metric but would need to be verified by the company. Note: A program can be verified by an affidavit or check of credentials.</li> </ul> </li> <li>• <b>Track</b> - a program is in place to verify transporters are trained in the identified program.</li> <li>• <b>Deliver</b> - The program is implemented to ensure ALL transporters are trained prior to delivery with program components that include approving or verifying compliance of training.</li> <li>• <b>Made Public</b> - Examples: Information about your animal welfare program is available on a website, shared upon request, part of a supplier program, in a sustainability report, etc.</li> <li>• <b>N/A</b> - If selected, a text box will ask why this metric isn't pertinent to your establishment(s) and/or company.</li> <li>• <b>Resources:</b> <ul style="list-style-type: none"> <li>• <a href="#">Meat Industry Animal Handling Transport Audit</a></li> </ul> </li> </ul>						

# Animal Welfare Metrics & Guidance (For Bison) For 2025, Reported on in 2026

Indicator	Metric	C	T	D	P	NA	NR	
Live Animal Indicator	<b>A5.</b> At a minimum, annually passes an accredited third-party Meat Institute Animal Handling Audit conducted by a certified auditor. (slaughter)							
	<ul style="list-style-type: none"> <li>• <b>Commit</b> - a goal has been established to conduct and pass an accredited third-party audit annually at the slaughter establishment(s).</li> <li>• <b>Track</b> - A passing audit is conducted annually at the establishment(s).                             <ul style="list-style-type: none"> <li>• A certified auditor could be PAACO; a trained certifier through a PAACO certified program; or similar.</li> <li>• Note: This metric contributes to the industry's 2025 Animal Welfare Protein PACT goal.</li> </ul> </li> <li>• <b>Deliver</b> - the establishment(s) doesn't fail an audit during the entire calendar year.                             <ul style="list-style-type: none"> <li>• For 2024 &amp; 2025 reporting on calendar years 2023 and 2024, use the NAMI Animal Handling Audit.</li> <li>• Reporting in 2026, implementing in calendar year 2025 and beyond please reference the Meat Industry Animal Handling Audit (which is replacing the NAMI Animal Handling Transport Audit. The new Audit allows for more than a pass/fail score. Therefore, reporting in 2026 on CY 2025 deliver will mean the establishment has gone above and beyond a passing scoring.</li> </ul> </li> <li>• <b>Made Public</b> - Examples: Information about your animal welfare program is available on a website, shared upon request, part of a supplier program, in a sustainability report, etc.</li> <li>• <b>N/A</b> - If selected, a text box will ask why this metric isn't pertinent to your establishment(s) and/or company.</li> <li>• <b>Resources:</b> <ul style="list-style-type: none"> <li>• <a href="#">Meat Industry Animal Handling Transport Audit</a></li> <li>• <a href="#">PAACO Certification</a></li> </ul> </li> </ul>							
	<b>A6.</b> Have an employee(s) on staff or consultant that maintains a certification of animal handling and welfare training based on the Meat Institute Animal Handling Guidelines. (slaughter)							
	<ul style="list-style-type: none"> <li>• <b>Commit</b> - A goal has been set to employ a certified auditor who evaluates training of animal behavior or equivalent.</li> <li>• <b>Track</b> - Records are kept to document whether the individual(s) has and maintains certification.</li> <li>• <b>Deliver</b> - The individual(s) has and maintains certification.</li> <li>• <b>Made Public</b> - Examples: Information about your animal welfare program is available on a website, shared upon request, part of a supplier program, in a sustainability report, etc.</li> <li>• <b>N/A</b> - If selected, a text box will ask why this metric isn't pertinent to your establishment(s) and/or company.</li> <li>• <b>Resources:</b> <ul style="list-style-type: none"> <li>• <a href="#">Meat Industry Animal Handling Transport Audit</a></li> </ul> </li> </ul>							