

MEADOW

FARM SUSTAINABILITY SCHEME 2020

Scheme Agreement Guidance Notes





INTRODUCTION

Sustainability is set to continue to be high on the agenda of governments, consumers and food manufacturers. As a result, Meadow has launched a comprehensive Farm Sustainability Scheme to ensure that we are making positive steps towards operating in the most responsible and ethical way. These guidance notes outline the Scheme Standards for Year 2020/21 and provide information on the requirements of each section, how they will be measured, advice on possible solutions and where to find further help.

For more information, please contact the Farm Office on **01244 629 480** or your **Area Manager**:

Ian Critchley: 07979 244 514

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MEADOW'S 7 FARM SUSTAINABILITY SCHEME STANDARDS FROM APRIL 2020

- 1** The producer must ensure that in relation to any Red Tractor Farm Assurance Dairy assessment (including revisits and spot checks) conducted at the Producer's farm on or after 1st April 2020 that no non-conformances were raised against 'key' standards within the Animal Health & Welfare section of the current Red Tractor Dairy Standards.

- 2** The producer must ensure there is no euthanasia of calves on farm unless they are unhealthy and/or are likely to suffer from pain or injury, calves must not be routinely euthanised. Where there is no alternative i.e. unhealthy or suffering, there must be signed veterinary approval.

- 3** Producers must have a copy of the AHDB 'Healthy Grassland Soil Guide' and where necessary, seek the advice of a FACTS qualified advisor when planning nutrient applications. Records must be kept of all applications of fertilisers and soil improvement products.

- 4** The producer must agree to an independent Carbon Footprint assessment being undertaken if requested.

- 5** The producer must ensure that employed workers (including family members who are not partners within the Business but who receive a paid wage from the Business) have a written Contract of Employment. In addition, all individuals working on the farm must be provided with Health & Safety training and accident and sickness records must be maintained.

- 6** The producer must undertake monthly farm costings (please note that the farm costings are for the benefit of the producer only and Meadow are not requesting to see the results of any farm data).

- 7** The farm has antibiotic testing equipment compatible with medicines used in the dairy herd.



TIMELINE

DEC 2019

New Sustainability Standards Launched



FEB 2020

Sustainability Survey to be issued



MAR 2020

Sustainability Standards Agreement to be completed and returned



MAR 2020

Sustainability Survey to be completed and returned



FROM
APR 2020

Sustainability Payments Begin & Standards Checked (alongside Red Tractor Audits)



STANDARD

HOW YOU WILL BE MEASURED

1. ANIMAL HEALTH & WELFARE

To ensure the Dairy industry is ethically managing animal health

The producer must ensure that in relation to any Red Tractor Farm Assurance Dairy assessment (including revisits and spot checks) conducted at the Producer's farm on or after 1st April 2020 that no non-conformances were raised against 'key' standards within the Animal Health & Welfare section of the current Red Tractor Dairy Standards.

Animal Health & Welfare related issues within Red Tractor audits and/or concerns raised by other organisations, individuals or customers and at the discretion of Meadow. Dairy Standards v4.2 – Key Standards are:

- AH.a – Livestock Health Plan
- AH.d – Health & Welfare of Livestock
- AH.f – Handling of Livestock
- AH.g – Competency of Persons
- AH.h – Services of Veterinary Surgeon/Practice
- AH.i - Welfare of Sick or Injured Livestock
- AH.j – Euthanasia of Livestock

Further Information & Solutions:

- The Red Tractor Dairy standards are available on The Red Tractor website. For more information and to download the standards visit: www.redtractor.org.uk. (You will need to review the dairy standards AH.a to j).
- Contact the Meadow farm team at: farmoffice@meadowfoods.co.uk or call 01244 629 480, our Farm Liaison Team will provide copies of the Red Tractor Dairy Standards on request and provide further guidance if required.

2. NO CALF EUTHANASIA

To ensure our farms are ethically dealing with their animals

The producer must ensure there is no euthanasia of calves on farm unless they are unhealthy and/or are likely to suffer from pain or injury, calves must not be routinely euthanised. Where there is no alternative i.e. unhealthy or suffering, there must be signed veterinary approval.

- Accurate and up to date records of births, deaths and movements will be required.
- Unhealthy calves must be treated in a humane way, veterinary guidance must be sought, calves that are euthanised will require a vet signed note.

Further Information & Solutions:

- You may be able to reduce unwanted dairy bull calves by using sexed semen in your breeding programme, contact your semen provider for more information.
- Consider retaining your dairy bred bull calves and sell them after weaning.
- Investigate ways to market your calves through a specialist calf buying group or selling to local rearers who often prefer to buy calves directly off farm rather than purchasing through auction marts.
- Contact the Meadow farm team at: farmoffice@meadowfoods.co.uk or call 01244 629480, our Farm Liaison Team can provide template veterinary notes which must be signed by your vet.

STANDARD**HOW YOU WILL BE MEASURED****3. SOIL HEALTH AND NUTRIENT RECORDING**

Improving soil condition and structure and to avoid leaching

Producers must have a copy of the AHDB 'Healthy Grassland Soil Guide' and where necessary, seek the advice of a FACTS qualified advisor when planning nutrient applications. Records must be kept of all applications of fertilisers and soil improvement products.

- Field Management records must be maintained and provide records of all applications of Fertiliser, manure, slurry and soil enhancers such as Lime or paper waste to all individual fields and include details of the crops grown.
- Records of annual soil testing.
- A copy of the AHDB Dairy 'Healthy Grassland Soil Guide' must be available.

Further Information & Solutions:

- Visit AHDB Dairy Technical Grassland Management section at dairy@ahdb.org.uk.
- Download a copy of the 'grassland soils guide' from dairy@ahdb.org.uk.
- Use Manner NPK by visiting www.planet4farmers.co.uk/manner to create farm nutrient plans.
- Speak to a FACTS qualified advisor who will be able to advise on crop nutrient planning.
- Contact the Meadow farm team at: farmoffice@meadowfoods.co.uk or call 01244 629480, our Farm Liaison Team are able to provide copies of field records templates upon request.

4. CARBON FOOTPRINT AUDIT

To ensure we are measuring greenhouse gases and pro-actively seek to reduce them

The producer must agree to an independent Carbon Footprint assessment being undertaken if requested.

Meadow will arrange and keep a record of all carbon assessments undertaken by and on behalf of Meadow.

Further Information & Solutions:

- Understand how to reduce and lower your greenhouse gas emissions by going on the AHDB Dairy website and downloading a Greenhouse Gas Action Plan at dairy@ahdb.org.uk.
- Useful information on how you can improve herd performance and reduce your carbon emissions is available by visiting www.alltech-E-C02.co.uk.

STANDARD**HOW YOU WILL BE MEASURED****5. PEOPLE MANAGEMENT**

To ensure that all employed workers have a fair and safe environment to work

The producer must ensure that employed workers (including family members who are not partners within the Business but who receive a paid wage from the Business) have a written Contract of Employment. In addition, all individuals working on the farm must be provided with Health & Safety training and accident and sickness records must be maintained.

- Employees should each have a written contract clearly stating the terms of employment and to include: employment conditions, rights, responsibilities and duties.
- Accident and sickness records for all people working on the farm must be kept. Where accidents have occurred, it is essential that records of measures taken to avoid recurrence are maintained.
- Records of risk assessments, health & safety training and certificates of attendance are kept.

Further Information & Solutions:

- Visit the GOV.UK website who provide a detailed breakdown of what information is required as part of a contract of employment.
- Contact the Meadow farm team on 01244 629480 who will provide you with templates to use to help keep a record of incidents of accidents and sickness.
- Ensure yourself and your staff are provided with Health & Safety training and keep copies of certificates of attendance, Meadow can also provide simple H&S templates for you to use, contact the farm team on 01244 629480.

6. FARM COSTINGS

To ensure the cost of production is understood

The producer must undertake Monthly farm costings (please note that the farm costings are for the benefit of the producer only and Meadow are not requesting to see the results of any farm data).

- Monthly farm costings report, the report must at least show that margin over feed costs are being measured.
- A letter from a consultant or advisor confirming that you participate in regular farm costings that measure herd performance against production costs per litre.

Further Information & Solutions:

- Speak to your feed supplier, most feed merchants offer free and straightforward herd monitoring services that record and monitor herd performance against cost of production.
- Use a specialist dairy farm business consultant that has been recommended to you, these will provide more detailed farm business monitoring and may also provide other additional farm business advice.

STANDARD**HOW YOU WILL BE MEASURED****7. ON FARM MILK TESTING**

To ensure the milk supply is free from antibiotics

The farm has antibiotic testing equipment compatible with medicines used in the dairy herd.

- A functioning testing kit must be available for use.
- Consumables that are compatible with the testing kit are available and are stored correctly and are within their use by date.

Further Information & Solutions:

- Review your medicines policy with your farm vet at least annually.
- Ensure you or your herd manager are trained to administer medicines correctly through the 'Milksure' training programme, details can be found on www.milksure.com or have been trained through another recognised training module.
- Purchase an antibiotic testing kit that is suitable to test for all the medicines used routinely on farm, speak to your veterinary surgeon for specific advice and compatibility. Meadow recommend the use of Delvotest, kits can be purchased directly through Millwood products on 01225 460234 or ordered through the Meadow farm team on 01244 629480.



MEADOW

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