



**norilia**nordic

Nordic hides and skins

**Norilia Nordic**  
**Animal Welfare Policy**

2024

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# About Norilia Nordic

Norilia Nordic is a leading provider of high-quality hides and skins, specializing in wet salted and fresh hides from bulls, heifers, and cows. Our products are sourced from group owned and associated abattoirs across Norway, Denmark, and Sweden, covering all relevant weight classes to meet diverse market needs.

In addition to bovine hides, we offer premium skins from Norwegian sheep and lambs, available in three distinct wool lengths: shorn, short wool, and long wool.

This variety ensures that our customers can find the suitable product for their specific requirements. Furthermore, our range includes Norwegian goat skins, which are offered in three different sizes, providing versatility and choice for various applications.

# Our Animal Welfare Policy

Norilia Nordic is deeply committed to animal welfare. We ensure that all animals in our supply chain are treated ethically and responsibly, adhering to strict EU laws and national regulations.

Our dedication to transparency means we provide detailed reports on animal-based welfare indicators and management practices at farms and slaughterhouses.

To further our commitment, Norilia Nordic collaborates with scientists and authorities by sharing relevant statistics to continually contribute to better Animal welfare standards. This collaboration ensures that we

implement the latest and most effective welfare strategies, staying at the forefront of ethical animal treatment.

Our hides and skins are sourced from animals raised and processed according to the highest welfare standards. All dairy cows are fed non-GMO soy from accredited, sustainable sources. The cattle, sheep, and goats from which we source hides and skins are 100% reared for meat production, and we strictly avoid sourcing from exotic, threatened, or endangered species.

In the Nordic countries, the absence of live animal markets means that animals are transported directly from farms to slaughterhouses, minimizing handling and stress during transport. This practice is part of our commitment to humane treatment and overall animal welfare.

Through these comprehensive measures, Norilia Nordic not only meets but exceeds current regulations and ethical standards, reinforcing our position as a responsible and trusted supplier in the industry.



Foto: Sune Eriksen

# About Animal Welfare and Norilia Nordic

Norilia Nordic recognizes the “Five Freedoms” as a fundamental framework for animal welfare. However, animal welfare encompasses a broader scope than these freedoms alone, having evolved significantly over the past few decades. Originally formulated by the Brambell Committee in 1965, the “Five Freedoms” set forth that farm animals in confinement should have “sufficient space to permit the following five minimal behaviors or activities: to stand up, lie down, turn around, stretch their limbs, and groom all parts of the body.”

In 1993, John Webster reformulated these “Freedoms” to better address the complexities of animal welfare:

1. **Freedom from Thirst, Hunger, and Malnutrition** – Ensuring animals have access to fresh water and a diet that maintains full health and vigor.
2. **Freedom from Thermal and Physical Discomfort** – Providing an appropriate environment, including shelter and a comfortable resting area.
3. **Freedom from Pain, Injury, and Disease** Preventing or rapidly diagnosing and treating illnesses and injuries to ensure animals remain healthy.
4. **Freedom from Fear and Distress** – Ensuring conditions and treatment that avoid mental suffering and promote well-being.
5. **Freedom to Express Normal Behavior** – Providing sufficient space, proper facilities, and company of the animal’s own kind to allow for natural behaviors.

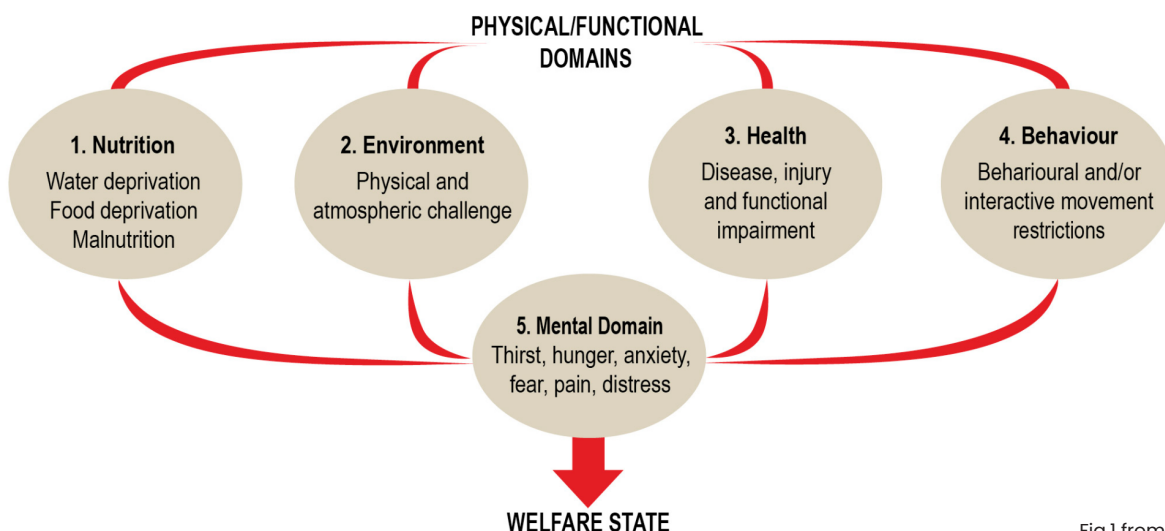


Fig.1 from Mellor et al (2020)

World Health Organisation for Animal Health (WOAH) is working on a major revision of the terrestrial code, where they point out that good animal welfare is not only about avoiding negative experiences to animals, but also providing them with positive experiences. In the revised code, the “Five domains” are presented as a concept that will better capture the current knowledge of biological processes of importance to understand animal welfare and to guide good management. Animal welfare is much more than animal health – but healthy animals are of huge importance way beyond the welfare of animals, e.g. human health, sustainability, product quality, economy.

## Key issues of importance for animal welfare embraced by Norilia Nordic

1. **Healthy Animals with Minimal Use of Antibiotics and Medication** – Ensuring animals maintain health through good husbandry practices, minimizing the need for antibiotics and other medications.
2. **Avoidance of Close Confinement** – Animals should preferably be kept on pasture or in loose housing systems, allowing for social contact with conspecifics. Exceptions are made for climate, human safety, and other practical reasons.
3. **Prohibition of Genetically Modified or Cloned Animals** – The use of genetically modified or cloned animals is strictly prohibited in the Nordic countries.
4. **Avoidance of Routine Painful Procedures** – Routine practices that cause pain to animals are avoided to ensure their well-being.
5. **Mandatory Pre-Slaughter Stunning** – In the Nordic countries, pre-slaughter stunning is mandatory, including for religious slaughter, ensuring animals are unconscious before slaughter.
6. **Prohibition of Growth-Promoting Substances** – The use of growth-promoting drugs, such as hormones or antibiotics, is prohibited and not practiced in the Nordic countries.
7. **Prohibition of Preventive Use of Antibiotics** – The preventive use of antibiotics is banned in the Nordic countries, promoting responsible and targeted use.
8. **Avoidance of Long-Distance Transport** – Efforts are made to minimize the transport distance for animals, reducing stress and improving welfare.

### Origin of hides and skins

The hides and skins sold from Norilia Nordic are collected from 23 slaughterhouses in Norway, Sweden and Denmark.

# Traceability

The best traceability system for cattle hides integrates advanced technology and comprehensive data management to ensure transparency, accountability, and quality control throughout the supply chain. To ensure the highest standards of animal welfare and product quality, we have implemented an advanced traceability system for cattle hides and are still working on developing even further.



Foto: Sune Eriksen

## Key Components of Our Traceability System

1. **Electronic Identification (EID) Tags:** All cattle in our supply chain are equipped with RFID or GPS-enabled tags. These tags provide unique identifiers and store vital information such as breed, age, health records, and movement history, ensuring detailed tracking throughout the animal's life.
2. **Centralized Database:** Our robust, centralized database collects and stores data from EID tags, ensuring all relevant information is easily accessible. It is designed for seamless integration with existing farm management software, as well as systems used by abattoirs and transporters.
3. **Mobile and Web Applications:** Stakeholders can access and update traceability data for live cattle through user-friendly mobile and web applications, ensuring real-time interaction with the system for farmers, transporters and abattoirs.
4. **QR Codes and Barcodes:** Once hides are processed, QR codes or barcodes are attached to the hides. These codes link back to our traceability system, allowing tanneries to get detailed information about the hide's origin and processing history.
5. **Certification and Compliance Modules:** Our system includes integrated modules that ensure all processes comply with local and international regulations, such as EU regulations and animal welfare standards. Automated compliance checks and necessary reports are generated to maintain adherence.
6. **Data Analytics and Reporting:** Advanced analytics provide insights into animal health, supply chain efficiency, and potential areas for improvement.
7. **Security and Privacy Measures:** We ensure the security and privacy of data through encryption, access controls, and regular audits, protecting sensitive information from unauthorized access and cyber threats.
8. **Integration with IoT Devices:** IoT devices, such as temperature and humidity sensors in transport vehicles and storage facilities, provide data on the conditions to which hides are exposed, further enhancing traceability and quality control.

Norilia Nordic's advanced traceability system is a testament to our dedication to animal welfare, product quality, and transparency. Through these comprehensive measures, we ensure the integrity of our cattle hide supply chain, reinforcing our position as a responsible and trusted supplier in the industry.

Sheep skins are sourced from Norway only and are traceable to batches and slaughter date.



# Relevant EU Legislation implemented in all the Nordic countries

- Council Directive 98/58/EC of 20 July 1998 concerning the protection of animals kept for farming purposes.
- Council Directive 2008/119/EC of 18 December 2008 laying down minimum standards for the protection of calves (Codified version)
- EC No 1/2005 on the protection of animals during transport and related operations. This lays down specific requirements on:
  - Loading facilities
  - Ventilation and temperatures
  - Animals must be fit for transport
  - Minimum space allowances
  - Observation and care for animals during transport
  - Training and competence certificate of the driver
  - Registration and approval of the transporter
  - time for slaughter is 8 hours (national legislation)
- EC No 1099/2009 on the protection of animals at the time of killing lays down requirements to the handling of animals and premises:
  - All staff handling live animals must have proper training and hold a certificate of competence.
  - All businesses must have an appointed Animal Welfare Officer who reports to business operator.
  - Unloading shall minimize the risk of injury, slipping and stress.
  - Ventilation in lairage
  - Sufficient space and access to food and water
  - Stunning and control of stunning

## National legislation

Sweden, Denmark, and Norway have national legislation that are substantially stricter than EU-legislation.

# Norway

## Animal Welfare Act (LOV-2009-06-19-97)

- Animals are sentient beings, with an intrinsic value, beyond the practical or economic value they may represent for humans.
- Keepers of animals must have the necessary competence and skills sufficient to ensure good animal welfare
- Mutilations like molesting, tail docking and castration are prohibited, except:
  1. situations of importance for the animal (e.g. injuries).
  2. dehorning and castration if necessary to protect animal or human safety.
- Painful treatments shall only be performed by veterinarians with anaesthesia and long-acting pain relief.
- Individuals found to violate provisions intentionally or negligently regarding the handling of animals, may be subject to an infringement fee by the competent authority.



Foto: Sune Eriksen

## **Regulation on the welfare of cattle** (FOR-2004-04-22-665)

- Mandatory grazing period for cows and youngstock of minimum 8 weeks.
- Grazing period for cows in tie stalls is 16 weeks.
- Soft and clean resting place with bedding/ mattress mandatory for cows and heifers closer to calving than 2 months.
- Cubicles and tie stalls must support natural laying behaviour; tie stalls will be prohibited from 2034.
- Breeding bulls aged 2 years and more represents app. 2.5 % of the total cattle population. They are mostly housed in individual boxes with a minimum of 3 m<sup>2</sup>, with a comfortable resting place, whereas young bulls may be kept on fully slatted floors.
- Management routines must support good health and if necessary veterinary treatment.
- Regular hoof trimming is a requirement, and cattle must be kept clean.
- Prevention of disease and biosecurity measures is a requirement.

## **Regulation on the welfare of small ruminants** (FOR-2005-02-18-160)

- All sheep must be shorn minimum once a year.
- All sheep must have access to comfortable, dry and draught free resting area when not grazing.
- Tail amputation prohibited and only allowed on veterinary indication.
- Castration prohibited.
- Molesting prohibited.
- Prevention of disease and biosecurity measures is a requirement. Mandatory grazing period is 16 weeks, in practise sheep are grazed from 5-10 months depending on latitude.

## National regulation on transport and slaughter Norway

- **FOR-2012-02-08-139 Regulation** on transport of animals in connection with an economic activity

- Maximum transport to slaughter 8 hours.
- Animals shall be provided with appropriate bedding also on short journeys.
- The means of transport shall be equipped to measure and register the temperature near the animals also on short journeys.

- **FOR-2013-01-13-60 Regulation** on the killing of animals

- Maximum slope at unloading in the slaughterhouse 10 degrees.
- Religious slaughter without pre-stunning is not allowed.



Foto: Sune Eriksen

# Denmark

## **The Dairy Cattle Regulation,** Lov nr 470 of 15/05/2014

Lays down requirements to the keeping of dairy cows and youngstock:

- Owner must ensure that farm manager can document education and training approved by the Danish Veterinary and Food Administration
- Dry, soft and comfortable bedding.
- Electrical devices used to guide cows are prohibited.
- Tie stalls for dairy cows are not allowed after 2027.
- Fully slatted pens for all cattle are not allowed after 2024.
- Mandatory grazing in summer months for cows in tiestalls (tiestalls banned from 2027)
- All cows must have access to a rotating cow brush.
- Biosecurity and disease prevention.
- From 2034 a minimum area per cow of 8,0 m<sup>2</sup> (large race).
- After calving cows are to be kept in a calving box with their calf for a minimum of 12 hours.

# Sweden

## **Animal Welfare Act – Djurskyddslag (DL) 2018:1192**

- Religious slaughter without pre-stunning is not allowed
- All staff responsible for care of cattle must have sufficient competence

## **National regulations – SJV föreskrifter och allmänna råd om nötkreaturshållning inom lantbruket m.m. SJVFS 2019:18**

- Mandatory grazing for cows depending on climatic conditions from 60 days in North of Sweden and 120 days in South of Sweden.
- Bulls, young bulls and bullocks cannot be housed in tie stalls
- Clean, soft and comfortable resting place
- Slatted floors can only be used in isolated buildings
- In buildings built after 2010, slatted floors must have soft rubber surface
- Management routines must support good health and if necessary veterinary treatment
- Prevention of disease and biosecurity measures is a requirement
- Cows must have access to the calf after calving and allowed to clean the calf

# Overview of important national legislation in the Nordic Countries

**Table below shows a summary of important national regulations**

National legislation important requirements	Denmark	Norway	Sweden
Mandatory free stall housing for cows and heifers	From 2027	From 2034	No
Tie stalls for bulls 6 months and older are allowed	Yes (until 2027)	Yes (until 2034)	Yes**
Slatted floors bulls and heifers	Yes (until 2027)	Yes	Yes**
Dry, comfortable bedding for cows and heifers near parturition	Yes	Yes	Yes
Biosecurity / disease prevention	Yes	Yes	Yes
Grazing all cattle, exceptions for intact males > 6 months	No (organic yes)	Yes (8 weeks)	Yes (60-120 days)
Disbudding calves with sedation and long-acting analgesia Carried out by veterinarian	Yes	Yes	Yes
Cow & calf together after calving	Min 12 hours	No	Must be able to lick calf clean
Mandatory training and education for farmers ensuring animal welfare	Yes	Yes	Yes
Preventive antibiotic treatment prohibited	Yes	Yes	Yes
Maximum transport time to slaughter 8 hours	No	Yes	Yes

\*Tiestalls will be prohibited in Denmark from 2027, in Norway from 2034

\*\*Building raised after June 2010 with slatted floors must have a soft surface

## Quality Management Systems

All suppliers to Norilia Nordic have implemented Quality Management Systems (QMS) for animal welfare. Additional quality and labelling schemes may also be in use. An overview of KPIs, quality and labelling schemes is shown in table below.

	Description	Denmark	Norway	Sweden
1.	Key Performance Indicators (KPIs) relevant for animal welfare at farm, transport or lairage are registered	Yes	Yes	Yes
2.	Performance reporting KPIs Animal Welfare	Yes	Yes	Yes
3.	Protocols for corrective and preventive actions on farm, transport and abattoir	Yes	Yes	Yes
4.	Scheme for Animal Welfare Labelling	Yes	No	No
5.	Mandatory annual veterinary visits	Yes	Yes	No
6.	Animal Welfare Audits at abattoirs	No	Yes	No
7.	Animal Welfare Programs for Cattle and Sheep	No	Yes	No

### Details:

- KPIs for animal welfare at farm, transport and abattoir include at minimum: Transport time, dead, sick or injured animals during transport or lairage, animals unfit for transport, dirty animals, malnourished animals, use of electric goads and stunning quality.
- Important KPIs for animal welfare are published and reported to ensure consumer confidence.
- Abattoirs have a protocol for corrective and preventive actions relating to registered KPIs for animal welfare at farm, transport, and abattoir.
- Government scheme for animal welfare labelling is in place and can be traced back to hides
- All farms must have annual veterinary visit
- Abattoirs have regularly Animal Welfare Audit
- Industry led Animal Welfare Program for improvement and documentation of Animal Welfare

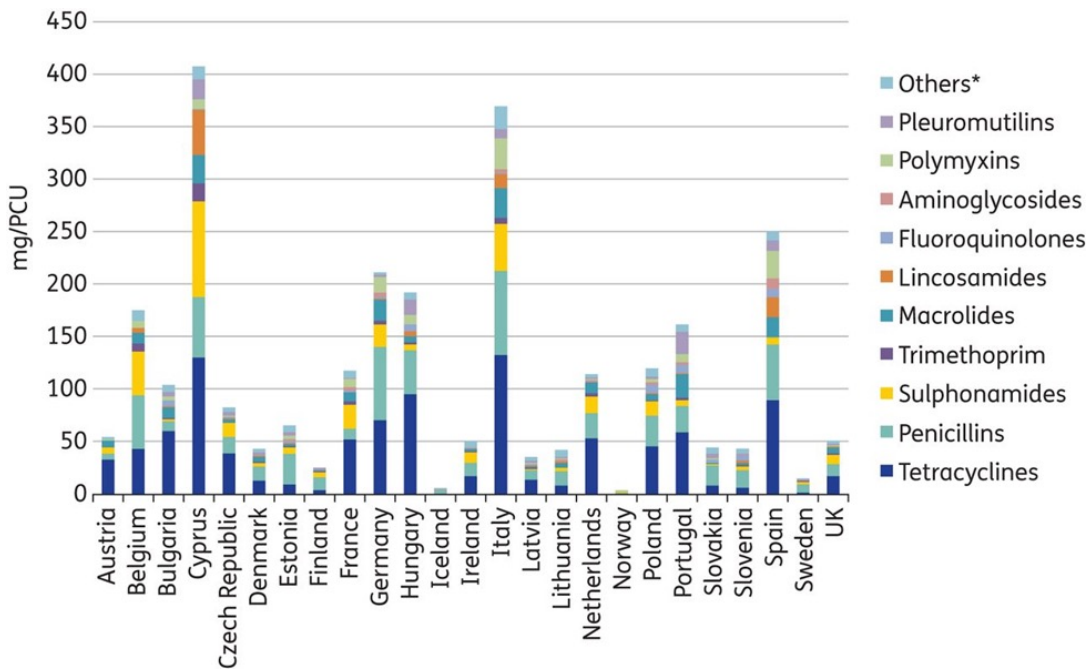


## Health

Nordic countries are free of the major contagious diseases in cattle and small ruminants: Aujeszky's disease, Brucellosis, Echinococcus, Mouth- and Foot disease, Rabies, BSE, Enzootic leukosis, IBR/IPV, and Bovine virus diarrhoea (BVD).

## Antibiotics

Antibiotic use is an indicator of animal health. The Nordic countries have the lowest use of antibiotic drugs in the world. This is due to strong focus on biosecurity, preventive medicine and excellent animal health.



Source European Medicines Agency, European Surveillance of Veterinary Antimicrobial Consumption 2022