

## **Dairy:**

### **Cattle Care Agreement**

***Our success is dependent on the health and welfare of cattle.***

As owners of dairy, the contract we have with our cattle requires that at all times all cattle are treated humanely with patience, dignity and respect. We make every effort to avoid undue pain and suffering and we do not and will not tolerate neglect or willful abuse of any animal on our farm. *We expect that all employees will adhere to our cattle handling farm policies and procedures. This includes proper treatment of cattle as well as providing adequate food, water and shelter in addition to reporting immediately any observed act of neglect or willful abuse to a supervisor.*

Prior to working with our cattle employees will be trained on proper stockmanship, the low stress animal handling skills for working with cattle on a day to day basis. Low stress handling will be used so that cattle are moved in a way that minimizes stress and injury. *Excessive force with any blunt object, stick or other object will not be used when handling cattle. Electric prods may never be used on calves and may only be used on adult cattle in a single event when other efforts have failed. Willful abuse includes but is not limited to repeated use of a prod, using a prod in the face or other sensitive areas, kicking, hitting, or beating cattle and is unacceptable on our farm.*

All live calves will be handled and moved gently. *Calves will not be moved by dragging. Ears and tails are not handles to move or lift calves. Willful abuse of calves includes, but is not limited to, kicking, hitting, beating, dragging or dropping calves and is unacceptable on our dairy.*

Cattle that are seriously injured, with little or no chance of recovery, obviously suffering, and/or not fit for market, will be euthanized. Euthanasia will be conducted using methods approved by the American Association of Bovine Practitioners. Down cattle will be evaluated as soon as possible to determine if they are likely to recover and will be re-evaluated at least every 12 hours. Down cattle must have access to feed, water, and shelter. Posted protocols for movement and care of down and/or injured cattle will always be followed.

The welfare and care of the dairy's animal population is every employee's shared responsibility. Open discussion of the dairy's stated welfare expectations and our results is invited and encouraged.

I, \_\_\_\_\_, as an employee of \_\_\_\_\_ dairy, recognize the importance of animal welfare and agree I have a responsibility to care for animals in accordance with the farm's stated policies.

I have read this cattle care agreement and I am committed to providing optimal care and respect for all animals

I understand that it is my obligation to immediately report any situation where it appears that animals are being mistreated and that I will not be retaliated against by management or other employees.

I understand that I may be dismissed immediately if I fail to report any situation where it appears that animals are being mistreated.

\_\_\_\_\_ **Employee/Date**

\_\_\_\_\_ **Supervisor/Date**