

Immediate Action Plan

for extended pandemic prevention and for modification of the work, living, and animal husbandry arrangements



I. Pandemic prevention

1. Housing and accommodation
2. Transport
3. Address management and company tracking of employees
4. Mass testing
5. Training for employees
6. Occupational healthcare and medical check
7. Canteen plan
8. Social areas and route guidance
9. Face masks and minimum distances
10. Workplaces: minimum distances in production and partitions
11. Checks



II. Ventilation Technology

12. HEPA filtration and other measures to improve ambient air in specific risk areas



III. Working

13. In the area of production a pilot project will see 1,000 contract employees at the Rheda-Wiedenbrück site employed directly by the Tönnies Group from 30 September 2020.
14. Based on the experience of this pilot project all employees in the slaughter companies within the group from the core areas of slaughter and butchering will be hired directly by Tönnies in the next six months.
15. The time recording system previously available will be transferred to a digital time management system as of 01 August 2020.



IV. Living

16. In the short term 400 residential places will be rented in Rheda-Wiedenbrück by 01 September 2020 so that the employees who are now employed directly can be offered housing.
17. Tönnies has already established two housing management companies. The goal is to create a separate housing offer with defined standards for the employees at the production sites and thus relieve the local housing market.
18. A housing standard and cleaning standard is being introduced which is valid for all apartments provided by Tönnies and which is ensured with regular audits and visits.



V. Animal husbandry

19. Tönnies is driving forward the issues of animal farming and animal welfare and, together with its specialists and non-profit Tönnies Forschung (Tönnies research company), is developing the scientific principles for ensuring future-proof farming that is compliant with animal welfare provisions.
20. For years Tönnies has used communication initiatives to provide information about the current farming systems here in this country, which criteria they fulfil and which measures the farmers are implementing here.
21. Tönnies acknowledges the result of the Borchert Commission of the Federal Ministry for Agriculture and definitively supports the animal welfare levy.
22. Tönnies is driving forward the transition of the entire basic range in German retailers to farming system 2.
23. Tönnies is working with partners to further develop piglet production. There is currently a major project with stalls that enable the pigs to run free with group suckling of the piglets.
24. Tönnies is expanding the offer for farming method 3 ("Outdoor") 3 to 3,000 pigs/week. At the same time, the construction of open-front stalls is being encouraged, both organisationally and structurally.
25. Tönnies develops the established and proven processes that go beyond what is legally required. Tönnies is driving forward the development of automated recognition of unconsciousness after bleeding of pigs and cattle.