



Egg & Broiler Chicken Roadmap | August 2025





"We remain steadfast in its commitment to improve supply chain by working alongside Compassion in World Farming, Humane World for Animals and other aligned organizations to achieve its egg broiler chicken commitments."

– Chef Monty Staggs, CEO SLA

## Update: SLA & K-12 Purchasing Requirements

### FSMC Procurement in K-12 Schools

K-12 school districts outline procurement requirements as a part of their FSMC contract and select partners based on a variety of components, including price (cost), which is required to be the primary selection criteria. Pricing in K-12 schools is established in year one of the partnership and may or may not change for the length of the five-year contract. Any change in price is reflective only of the annual CPI increase and cannot be a material change.

In addition to pricing, all foods used in K-12 schools must contain a Child Nutrition (CN) label, which is determined by the United States Department of Agriculture (USDA). Not all chicken producers supply CN label products.

Finally, SLA's supply chain is based upon USDA commodity availability. The USDA does not currently offer BCC compliant chicken as a part of their commodity program. SLA continues to work with manufacturers supplying USDA foods to schools to continue working towards this goal but are ultimately beholden to what is available through commodity vendors for our school districts. Commodity selection, including what type and quality of chicken is part of a district's program, is at the school's discretion, not SLA.

### Scope of SLA's Broiler Chicken Roadmap

We maintain our commitment to be 100% compliant with the Better Chicken Commitment (BCC). With the above context considered, the scope of this update includes all SLA purchased raw, whole chicken products. This represents 10% of our chicken meat procurement. It does not include product purchased by school districts, the United States Department of Agriculture or processed chicken products, which is the majority of chicken used in schools. We will provide updates annually on our total progress reaching our commitment.

### 2024-2025 Landscape

Over the past two years, SLA has been in discussion with the primary poultry supplier to K-12 schools regarding their animal welfare efforts. This supplier subscribes to the NCC, not the BCC, which limits SFE's ability to access CN labeled BCC products for the USDA child nutrition program.

Beyond this producer, SLA has been in communication with larger suppliers, including Perdue, and regional suppliers, such as Greener Pastures and Pitman Farms. While we have not found a producer with the product, price and distribution that meets the needs of our organization at this time, we continue to pursue solutions that can help advance our goals, including continued discussion with producers and exploring creative options within our programs.

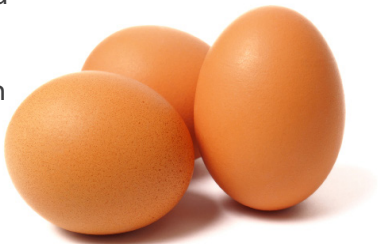
### Plant Based Efforts

SLA places an emphasis on increasing its plant-based options in support of its goal to reduce animal protein purchases over the next several years. These efforts include hosting annual plant-based culinary training programs, offering over 50 plant-based recipes and including plant-based entree options as a part of its core menu across the country.

# Egg & Broiler Chicken Policies

## Egg Policy

In 2024, SLA switched all shell eggs to cage free. SLA continues to pursue cage-free liquid eggs but remains short of its goal due to market price and availability of eggs. SLA aims to transition liquid eggs to cage free within the next year with an updated target of 2027 to have all eggs, including ingredients, transitioned to cage free. We continue to work with suppliers, who have been greatly impacted by egg shortages, the long-term impact of avian flu and tariffs, to identify opportunities to transition liquid eggs.



## Chicken Policy

SLA is committed to working with our producers and partners, such as the Humane World for Animals and Compassion in World Farming, to address welfare problems associated with the fast growth of broiler chickens. That is why we are committed to Version 2, except approved breed, of the Better Chicken Commitment for all of our fresh and frozen chicken purchases by December 31, 2028. Given the current landscape and product availability, SLA has extended its target for approved breeds to 2029.

## Progress Reporting Timeline

SLA will report annually, by August, on progress made towards achieving these targets via its website.

## Progress Model

BCCComponent	2024	2025	2026	2027	2028	2029
Cage Free Eggs	100% Shell Eggs		100% Liquid Eggs	100% Ingredients		
Lighting	100%	100%				
Friable Litter	100%	100%				
Enrichments			25%	50%	100%	
Stocking Density	33%	35%	50%	80%	100%	
CAS Processing	12%	12%	35%	55%	100%	
BCC Approved Breeds			25%	50%	75%	100%
3rd Party Auditing			50%	100%		

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# Progress Timeline

2023: 33% of poultry meets space-per-bird requirements and 100% meet natural light and friable litter requirements. 12% of birds processed with controlled atmosphere stunning.

2024: 33% of poultry meets space-per-bird requirements and 100% meet natural light and friable litter requirements. 12% of birds processed with controlled atmosphere stunning. 100% of birds meeting lighting and friable litter requirements.

2025: 35% of poultry meets space-per-bird requirements and 100% meet natural light and friable litter requirements. 12% of birds processed with controlled atmosphere stunning. 100% of birds meeting lighting and friable litter requirements.

2026: 50% of poultry meets space per bird requirements. 25% of birds complying with enrichment standards. 35% of birds processed with controlled atmosphere stunning. 25% birds transitioned to BCC approved breeds. 50% of birds meet enrichment requirements. Begin third party auditing. 100% of liquid eggs transitioned to cage-free.

2027: 80% of poultry meets space per bird requirements. 55% of birds processed with controlled atmosphere stunning. 50% of birds transitioned to BCC approved breeds. 100% of eggs used as ingredients transitioned to cage-free. Finalize third party auditing.

2028: 100% of poultry meets space per bird requirements. 100% of birds processed with controlled atmosphere stunning. 75% of birds transitioned to BCC approved breeds.

2029: Full compliance with Version 2 of the Better Chicken Commitment for all SLA purchased raw, whole chicken.

## Considerations for Progress in K12 Schools

- K-12 schools who participate in the USDA National School Breakfast and Lunch Programs would benefit from progress at the supplier and USDA levels. Product availability, price and distribution remain challenging obstacles for schools without additional support that could include:
  - USDA commodity poultry products that adhere to higher welfare standards, including the BCC, which would be available to all K-12 schools' child nutrition programs.
  - Additional reimbursement from the USDA for purchasing higher welfare poultry for child nutrition programs. The current USDA federal reimbursement rate for school lunches is \$4.60, which includes labor/wages, milk (requirement meal component), serviceware and disposables, equipment repair/replacement, facilities and maintenance services, cleaning supplies, other expenses and food. This leaves roughly \$1.00-\$1.25 per meal for food, which makes the increased cost of BCC compliant or nearly compliant poultry prohibitive in a K-12 school meal program.
  - Government subsidies to poultry producers providing higher welfare, CN labeled product to child nutrition programs.