

May 25, 2017

Earls is committed to Conscious Sourcing. From our sustainable Ocean Wise seafood to our local free-run chicken and cage-free eggs. Our beef is raised without antibiotics, steroids or added hormones and meets third party auditing standards for animal welfare.

We work closely with farmers, ranchers, suppliers and industry to serve our guests the highest quality ingredients and ensure the well-being and ethical treatment of animals.

By 2024, we are committed to sourcing 100% our chickens to meet the requirements of the Global Animal Partnership (GAP). This includes:

- 1) Use only strains of birds identified as having higher welfare outcomes.
- 2) Reducing maximum stocking density to meet GAP approved standards and provide birds more space.
- 3) Improve living environments, including litter, lighting and enrichments that meets GAP's new standards.
- 4) Process chickens more humanely through a pre-shackle, multi-step controlled-atmosphere processing system.
- 5) Our suppliers and partners will be required to participate in regular third party auditing to ensure full compliance.

