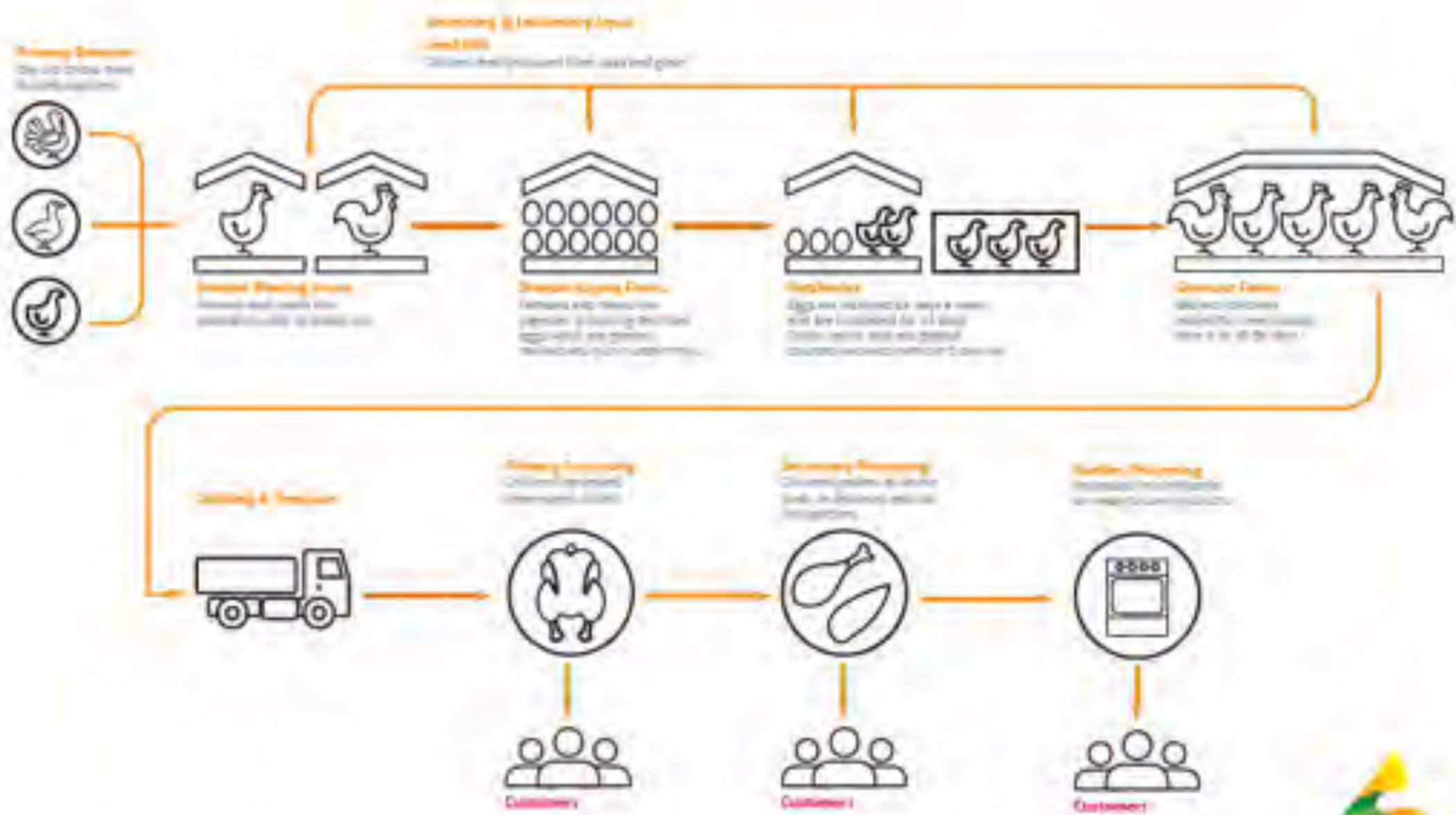


What is Required From a Modern Veterinary Service?

An integrators perspective

Keith Warner BSc(VetSc)Hons
BVM&S MRCVS
Avara Foods Ltd





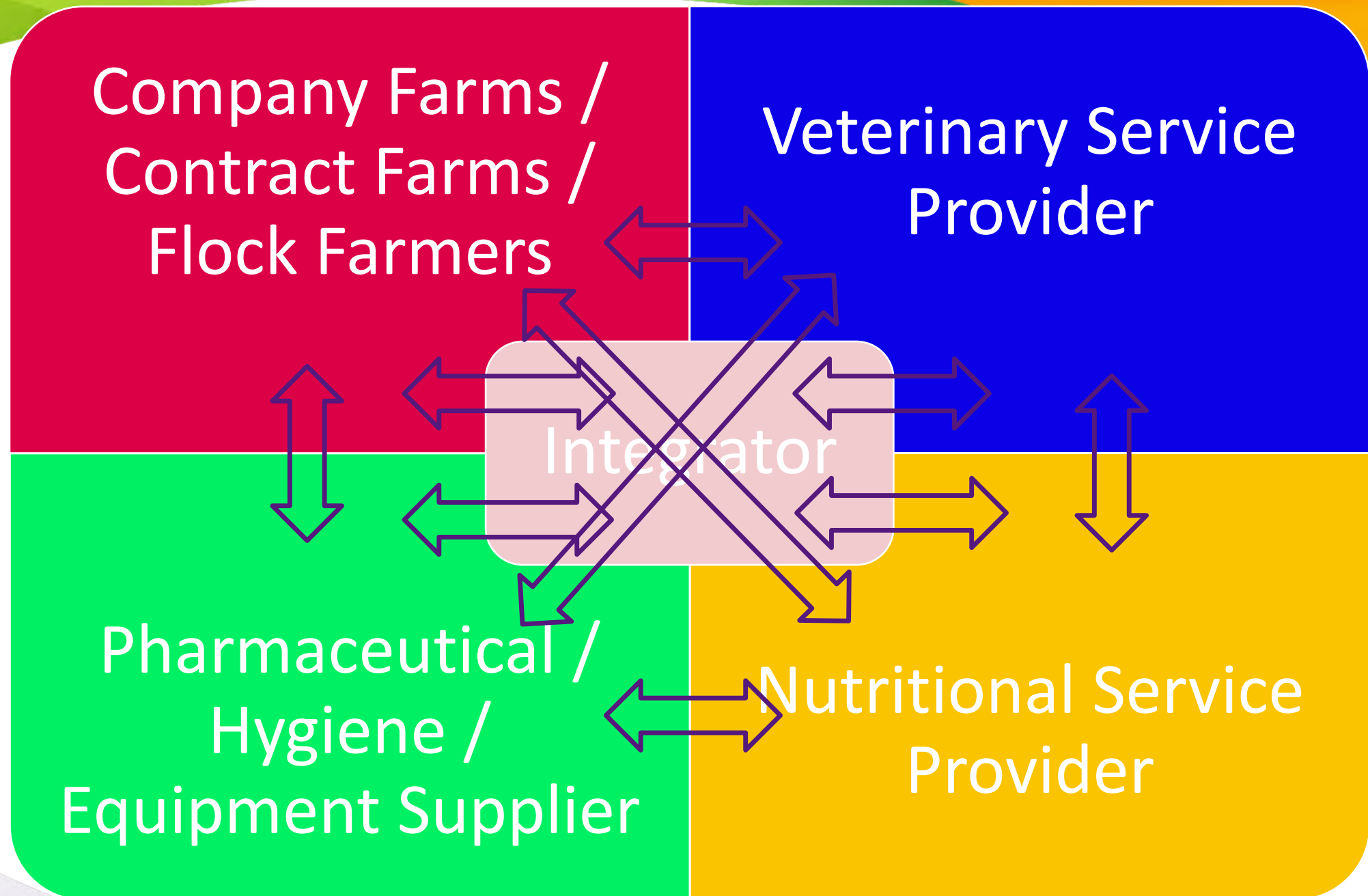
Company Farms /
Contract Farms / Flock
Farmers / Hatcheries

Veterinary Service
Provider

Integrator

Pharmaceutical /
Hygiene / Equipment
Supplier

Nutritional Service
Provider



Company Farms /
Contract Farms /
Flock Farms

ice

TRUST

Additional Service
Provider

E

TEAM CULTURE

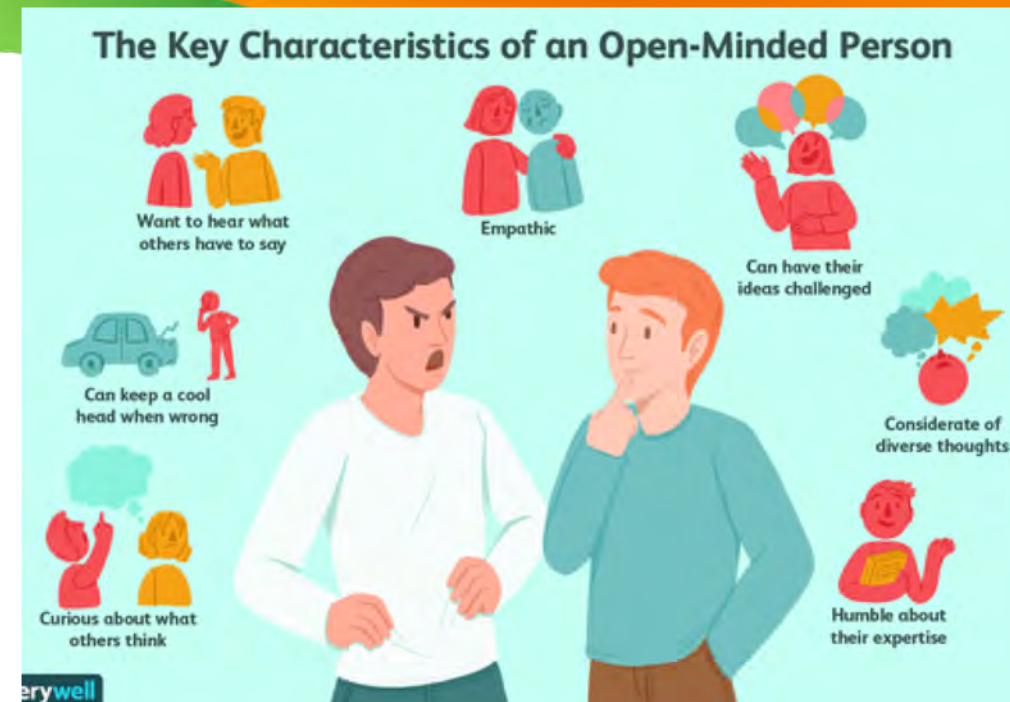
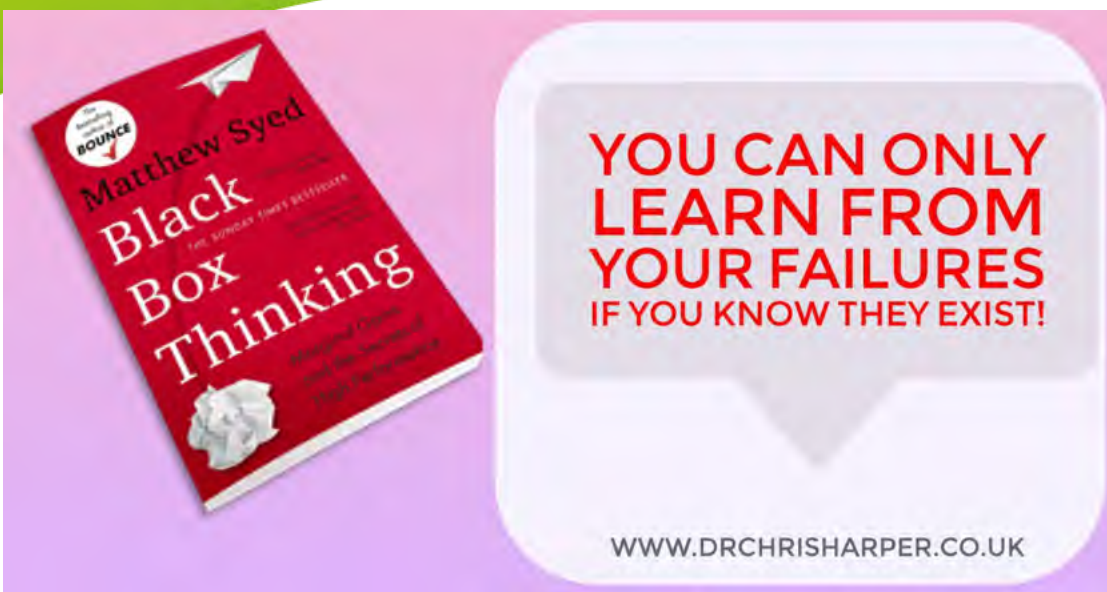


BLAME CULTURE

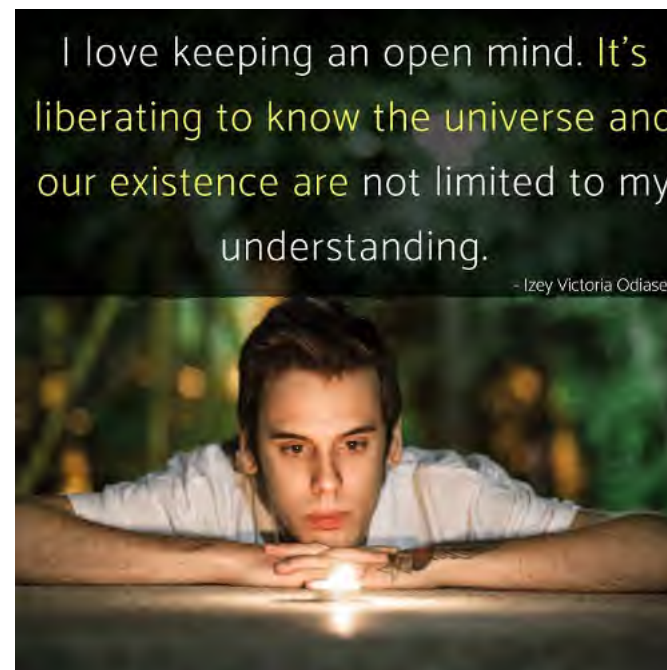
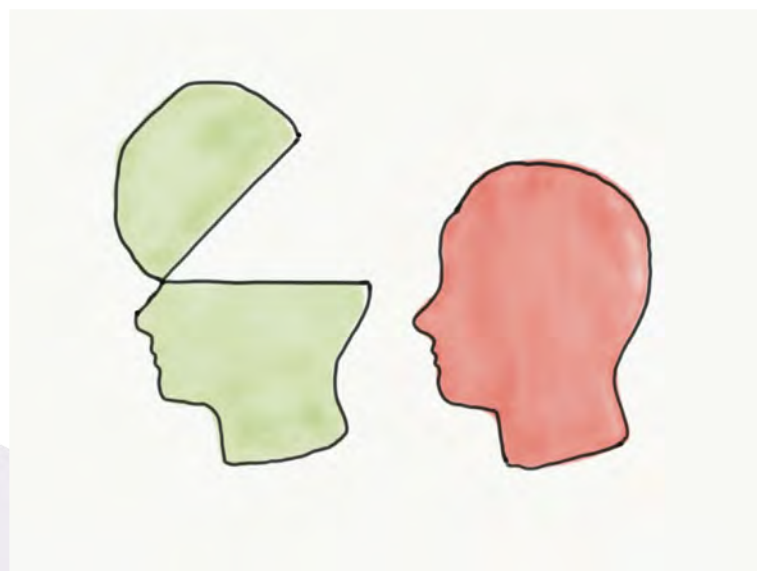
WHO IS RESPONSIBLE FOR THIS!

HIM! HIM! HER! HIM!





<https://youtu.be/MmVCYqs3mko>



Closed-minded people don't want their ideas challenged. They are typically frustrated that they can't get the other person to agree with them instead of curious as to why the other person disagrees.

Open-minded people are more curious about why there is disagreement. ... They understand that there is always the possibility that they might be wrong and that it's worth the little bit of time it takes to consider the other person's views....

Closed-minded people are more likely to make statements than ask questions.

Open-minded people genuinely believe they could be wrong; the questions that they ask are genuine.

Closed-minded people focus much more on being understood than on understanding others.

Open-minded people feel compelled to see things through others' eyes.

Closed-minded people say things like "I could be wrong ... but here's my opinion." This is a classic cue I hear all the time. It's often a perfunctory gesture that allows people to hold their own opinion while convincing themselves that they are being open-minded. If your statement starts with "I could be wrong"..., you should probably follow it with a question and not an assertion.

Open-minded people know when to make statements and when to ask questions.

“Closed-minded people block others from speaking.”

Open-minded people are always more interested in listening than in speaking.

“The test of a first-rate intelligence is the ability to hold two opposed ideas in mind at the same time and still retain the ability to function.”

Closed-minded people have trouble holding two thoughts simultaneously in their minds.

Open-minded people can take in the thoughts of others without losing their ability to think well—they can hold two or more conflicting concepts in their mind and go back and forth between them to assess their relative merits.

Staying open-minded doesn't happen by accident.

To produce great tasting, high quality and safe food for our customers, complete control of our supply chain is key



We want to ensure our customers have full confidence in us. Confidence in our products. Confidence in the provenance of our ingredients. Confidence in our processes. This is how we do things.

Agriculture

Provenance is our priority. We have full control over our eggs, birds and feed, meaning we're able to trace each product back to its root. We're proud to have some of the most experienced, knowledgeable and passionate farming teams in the business.



Rearing



Transport



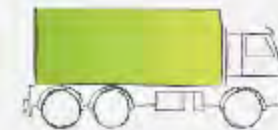
Primary Processing



Secondary Processing



Further Processing



Distribution

Processing

Our production sites form the vital link between farm and final product. Our fantastic teams work 24/7 to meet daily demands, ensuring products are fresh and safe to distribute. Food safety and biosecurity is paramount.

Distribution

We go the extra mile to ensure we cater to each of our customers' unique needs. We know what consumers like, keep track of trends, and most importantly, have a track record of delivering fresh, high quality products on time every time.

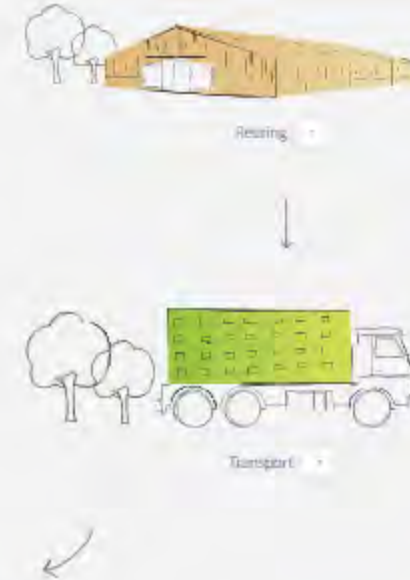
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Processing

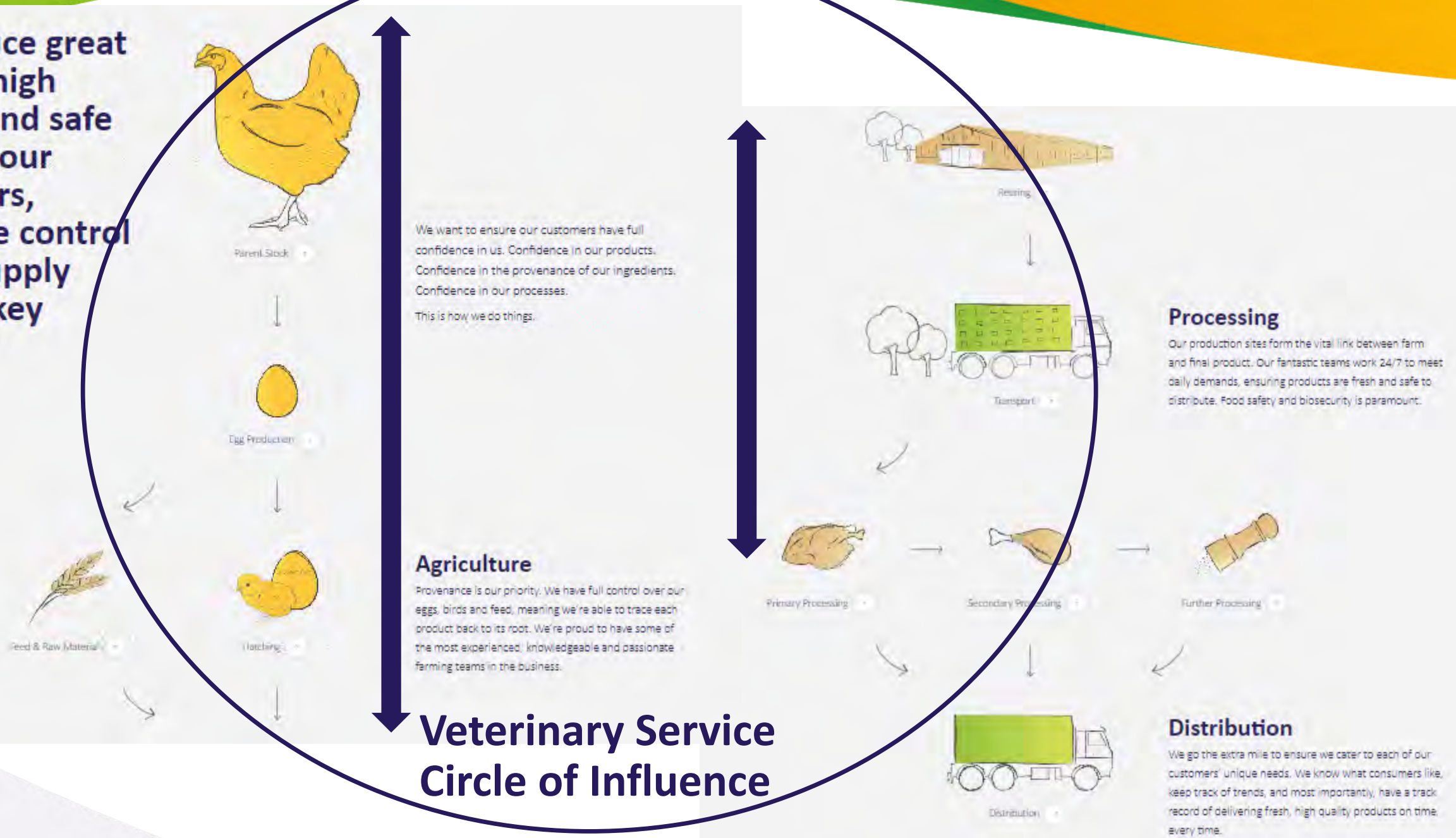
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Disease / Condition Control



Expert Knowledge and Opinion



Management Challenge

Poultry house

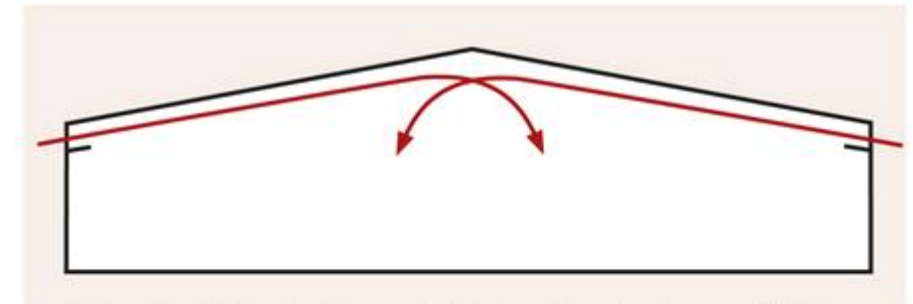
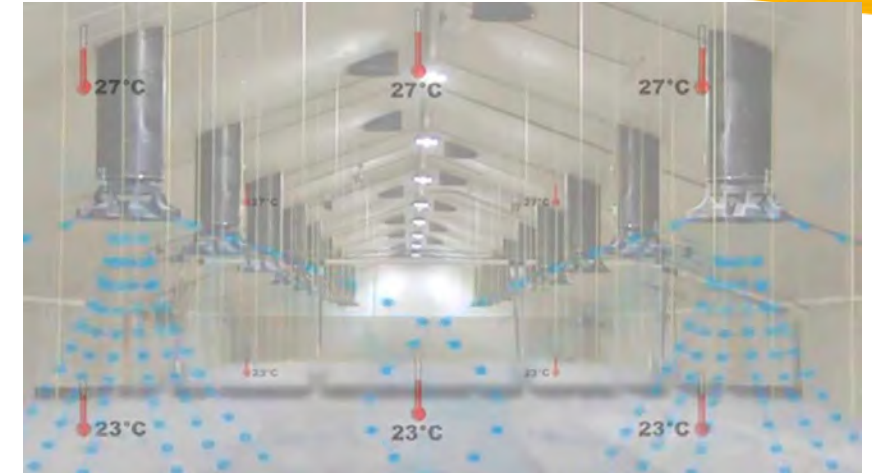
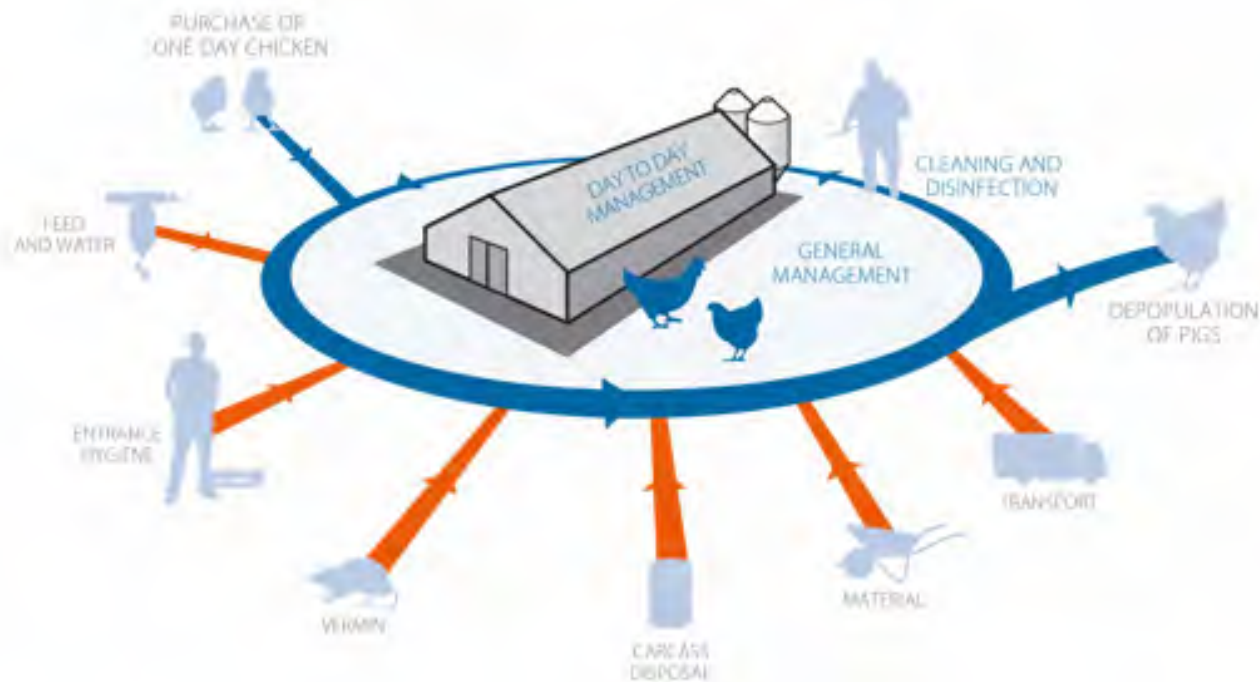


Figure 1: Inlet setting and air flow during minimum and transitional ventilation to keep air movement off the birds.

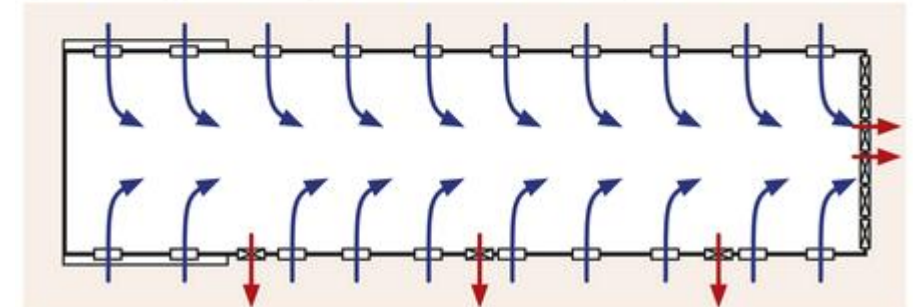


Figure 2: Transitional ventilation utilising a combination of side wall and tunnel fans, introducing air through side wall inlets.

Challenge Authority When Appropriate



Guardians of Welfare



Life
Worth
Living

WE SUPPORT
THOSE WHO
PROTECT
ANIMALS



Reputational Protection

Chickens 'kicked and abused on farms supplying likes of Nando's, Lidl and Asda'

EXCLUSIVE WARNING - GRAPHIC IMAGES Animal Equality found birds with red raw skin and dead ones rotting in 'overcrowded' sheds



Nando's and Asda chicken: Birds 'stepped on and left convulsing and wounded in scenes of suffering and cannibalism'

Workers given extra training after secret cameras record 'harrowing shots of painful abuse'
[Link](#) [Dailymail](#) | @JournJune | Monday 13 May 2019 20:23 |

Workers on chicken farms supplying **Nando's**, **Asda** and **Lidl** have been filmed leaving a bird convulsing after breaking its neck, stepping on the animals necks and throwing sick ones onto piles, footage from an animal rights group shows.

In grisly video taken by secret cameras, dead birds appeared to be left among the living, leading to cannibalism, while workers stepped on and kicked flocks in sheds.



Private photo: Monday, December 16, 2015



Doing the Right Thing



**PUBLIC
HEALTH**



FOOD S!FETY



Challenge to Integration's Standards

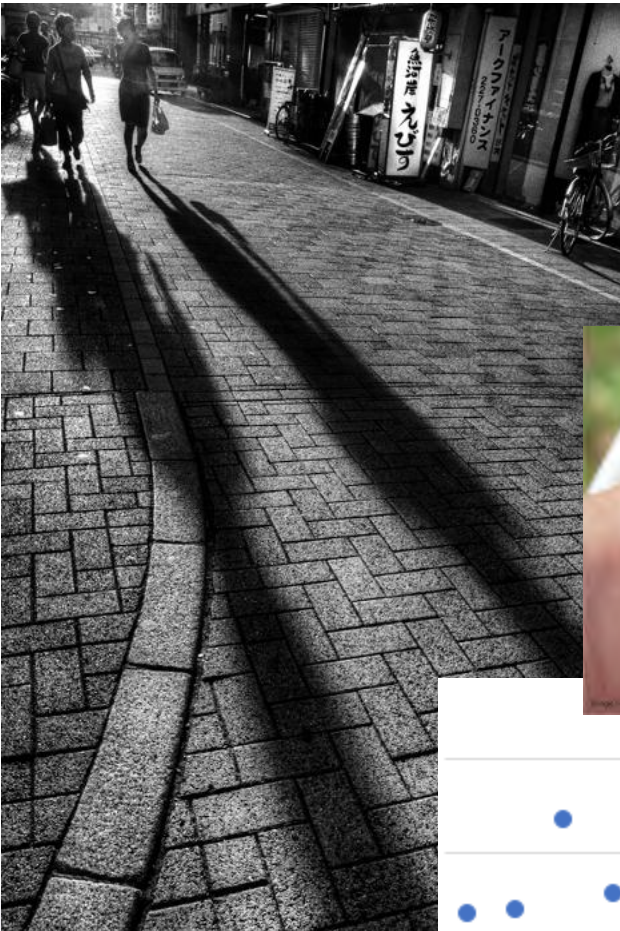
Raise your standards.

**Push the boundaries
and demand more**



~~im~~possible

Recognise the Long Shadows you Cast



PEOPLE LISTEN TO YOU?

