

Animal Welfare Policy:

Dated: 8th of June 2023

Person responsible: Sophie Preisig – Sustainability Manager

We are passionate about the both regenerative and bio-based fibres, with their increased durability, quality and smoothness and reduced irritability but also that they are biological-based and often decomposable, but we are also hugely passionate for the welfare of animals.

The 5 Domains:

The Five Domains provides a framework for positive animal welfare outcomes. We are working towards these five principles by using the best standards available at this point in time. We welcome a future where the industry and can expect new and further ways to support animal welfare or move away from animal-based products all together.

Written with the foundation of the 5 principles of welfare, these 5 Principles are used to assess the wellbeing of an animal and ensure that they should all have a life worth living that covers their overall needs. These 5 pillars are used in assessments of using animal-based materials.

- 1) Nutrition
- 2) Physical environment
- 3) Health
- 4) Behavioural interactions
- 5) Mental state

Scope:

This covers the existing materials which we source which are derived from animals. This includes, wool, where the animal is not expired, but also shellfish and other sea-based animal materials.

Whilst our aim is to source all our -animal-derived materials from farms with certified best practice in animal welfare, we are working to achieve this across our global supply chain but we also see the value in considering the wider product impact. To do this, we encourage a step-by-step approach:

1. Our initial area is to see if it is possible to buy recycled materials.
2. Is there an alternative, and does this alternative have a lesser environmental impact? A full life-cycle analysis will be conducted to understand the holistic impact. Where it is possible and we find a lesser impact, a synthetic alternative will replace the original material.
3. If it is on our approved list, can they buy this with a certification in place.

- If this is not available, it must be a source as a by-product of the meat industry.

Ensuring we stick to the policy: – our buying teams have a pre-set compositions which they can source in our internal systems. The buying teams and compositions are monitored, and an annual sustainability report will be issued on showing the work both us and our business partners have made to increase the welfare on a continual basis.

An overview of Animal-based materials:

In the coming years, we are moving our uncertified animal-based materials, to certification based only. Certifications by third parties can be costly for small suppliers, therefore we are working with our existing supplier base to transition to using certification by 2025.

Absolute ban – we will never source	Which we would source only with a visit in place / certification of good practice	Our approved list of animal derived materials which is being moved onto certification based
Any endangered or threatened Species as per the CITES list or any other wildlife. https://cites.org/eng/disc/species.php	Mohair (Goat) None bought in the past 2 years.	Wool (sheep based) 5% of total buy is recycled
Fur – of any kind	Merino wool None bought in the past 2 years.	Leather (Cow, pig, goat or Sheep only) must be as a by-product of the meat industry. Actively moving to LWG certified
Down & other exotic feathers	Cashmere 6Kg bought in the last 2 years.	Feathers must be as a by-product of the meat industry (excluding foie gras production) and must not be harvested through live-plucking.
Angora	Alpaca	Mother of pearl & other shellfish, will be transitioned to regenerative farming practices
Any animal testing		

Overview of our animal based materials:

As a basis, all other materials not addressed in this policy are banned.

Our purchasing of animal-based materials is very steady and does not vary extensively. Our single largest source of animal-based materials is wool (sheep) and all our wool must not be sourced from farmers who practice mulesing. We are in the process of transitioning our suppliers to purchase only certified materials and we aim to have all our Animal-based materials certified by 2025.

Certifications of good practice:

In order to ensure good practices across our animal-based material value chain, we ask our suppliers to provide us with a range of certifications to evidence the good practice. Here is an overview of the certifications we accept:

Global Recycled Standard (GRS) – a certification that verifies that the material is recycled.

Responsible Wool Standard (RWS) – RWS farmers and ranchers must meet animal welfare, land management, and social requirements.

Responsible Alpaca Standards (RAS) - The Responsible Alpaca Standard (RAS) is a voluntary standard that requires RAS farmers and ranchers to meet animal welfare, land management, and social requirements.

Responsible Mohair Standard (RMS) - The Responsible Mohair Standard (RMS) is a voluntary standard that requires RAS farmers and ranchers to meet animal welfare, land management, and social requirements.

Good Cashmere Standard - The Good Cashmere Standard® (GCS) is an independent standard that aims to improve the welfare of cashmere goats, the working conditions of farmers and to protect the environment.

Leather Working Group – Leather Working Group (LWG) is a global multi-stakeholder community committed to building a sustainable future with responsible leather. LWG drives best practices and positive social and environmental change for responsible leather production.

Relevance:

This policy will be reviewed on an annual basis, based on feedback of internal and external stakeholder. A special consideration will be given for any materials not mentioned in the matrix above or elsewhere within this policy. Before we commence sourcing a review will be undertaken on how we can source these sustainably. Before new materials are used and before orders are approved, buyers will be asked to consider:

1. Synthetic alternatives: A full product life-cycle analysis will be conducted to understand the impacts.

This is important as some animal-based materials can have better environmental impacts than some synthetic alternatives. Especially when it comes to biodegradability when it comes to the products end-of-life than its synthetic alternatives.

2. If the animal-based material is preferred, the suggested material will go to the Sustainability team as well as the technical team for a full assessment on whether it is needed, if the certification in place would meet our principles of the 5 pillars of well-being.

Once this has been reviewed and considered, it will be added on to our matrix for further buying.

Transitioning

Our business model, is that we work in a partnership where we go through the benefits of getting our animal products certified. By working with our suppliers, we aim to educate and keep people in employment whilst improving the way we treat our animals.

If you would like to give us feedback or find out more – please contact:

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