

ANIMAL WELFARE POLICY

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Objective & Scope

The objective of this policy is to inform about, encourage, promote, and strive to secure good farming practices and considerate treatment of animals throughout the production chain, from farm to stockyard and slaughterhouse, including all handling of animals in connection with breeding, transports, harvesting and shearing and the like, regarding products and materials which originate from animals. Further, this policy aims to, as a minimum, ensure compliance with The Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), signed in 1973, that aims to ensure that international trade in specimens of wild animals and plants does not threaten their survival. It accords varying degrees of protection to more than 30 000 species of animals and plants.

This policy refers to all forms of material which originate from animals, such as animal hair, fibres, leather, hide, fur, feathers, down, teeth, horn, tusks, and bone.

We expect and encourage our suppliers to strengthen the control over their respective part of the supply chain and to inform their sub-contractors on our requirements. All parties are encouraged to cooperate to improve the industry dialogue and enhance traceability and transparency throughout the production chain, down to farm level.

Requirements

General

Our suppliers and sub-suppliers must be compliant with national and international legislation regarding animal welfare. Breeders and all parties handling the animals should adhere to their Five Freedoms defined by the EU Farm Animal Welfare Council/World Organisation for Animal Health (OIE) and the Five Provisions¹.

The five freedoms and provisions are:

- Freedom from hunger or thirst by ready access to fresh water and a diet to maintain full health and vigour
- Freedom from discomfort by providing an appropriate environment including shelter and a comfortable resting area
- Freedom from pain, injury or disease by prevention or rapid diagnosis and treatment
- Freedom to express (most) normal behaviour by providing sufficient space, proper facilities, and company of the animal's own kind
- Freedom from fear and distress by ensuring conditions and treatment which avoid mental suffering

¹ Five Provisions and Aligned Animal Welfare Aims, Mellor, 2016. [Link](#).

Materials must not originate from vulnerable or endangered species².

All parties involved, handling the animals and/or the materials, shall follow national and international legislation regarding forbidden materials. They must also respect and follow international agreements, such as the Convention of International Trade in Endangered Species (CITES). All suppliers and sub-suppliers are expected and urged to provide as detailed information as possible regarding the origin of the materials. In addition, the following material specific requirements are placed on suppliers.

Animal hair & wool

Only hair from living and domesticated animals is allowed, including but not limited to sheep, goat, alpaca, lama, camel, cow, buffalo, yak, horse, and pig. Hair and wool must not originate from animals that have been handled, harvested or sheared in a way that harmed the animals.

Mulesing

Wool must not originate from sheep that have been subject to mulesing or from farms which practice mulesing.

Down & feathers

Down and feathers must originate from slaughtered birds bred for meat production. Down and feathers must not originate from farms practicing live plucking or force feeding.

Leather & skin

Leather and skin must originate from animals bred for meat production. Leather or skin must not originate from aborted animals, including but not limited to astrakhan, broadtail, krimmer, karakul, Persian lamb, slink or swakara.

Cage breeding

Animal hair or fur must not originate from animals reared in cages for their hair, skin, leather or fur, including but not limited to rabbit, mink, raccoon, marten, fox, squirrel, sable, chinchilla or ferret.

Fur

Fur is not allowed. This does not include fleece, sheepskin or leather with its hair attached to the skin, typically used as leather, or synthetic fur.

² IUCN, The red list of threatened species. [Link](#).
CITES, The CITE Spicies. [Link](#).

Wild caught animals

Materials (for example skin, hair or bone) must not originate from wild animals that have been trapped using primitive trapping methods or devices, including but not limited to alligator, beaver, chinchilla, crocodile, fox, lizard, marten, mink, otter, racoon, sable, snake and squirrel.

Rabbit hair/Angora

Rabbit hair (Angora) is not allowed.

Reptiles

Materials (for example skin, bone, teeth or claws) must not originate from reptiles, including but not limited to alligator, crocodile, lizard and snake.

Animal testing

Materials or ingredients that have been tested on animals are not allowed in any form, including but not limited to glue and self-adhesives.