

## ANIMAL WELFARE POLICY

The purpose of this policy is to secure good practices and considerate treatments of animals including fabrics, fibers and components which originate from animals throughout the whole value chain of Brothers products. This includes everything from farm to stockyard and slaughterhouse, including all handling of animals in connection with breeding, transportations, harvesting and shearing and the like.

At Brothers we have a long-standing commitment to improve animal welfare across our global supply chain and we are working to source all animal derived materials from farms where the animals are treated humanely and where the Five freedoms have been implemented. The Five freedoms are recommendations set out by the World Organization by Animal Health (OIE) and the guiding principles are:

- Freedom from Hunger and 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 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.

Our materials and animal components must not originate from endangered species and national and international laws and legislations are strictly followed in regards of forbidden materials, such as the Convention of International Trade in Endangered Species (CITES).

### Animal Hair & Wool

For all animal hair fibers the supplier must ensure traceability from raw material to finished product and the origin must be proved with a certificate. 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.

Wool must not originate from sheep that have been subject to mulesing or from farms which practice mulesing. BR only accepts mulesing free merino wool from Australia or New Zealand certified as Non Mulesed (NM) or Ceased Mulesing (CM) according to National Wool Declaration (NWD). BR does not accept Mulesing with Pain Relief. A Certificate of Origin is required for wool from all countries.

Rabbit hair/Angora Rabbit hair (Angora) is not allowed.

Virgin mohair and virgin cashmere are not allowed.

### Down and 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. The

supplier must ensure traceability from farm level to finished product by a certificate of Non Live Plucked and Non Force-Fed birds. All down and feathers must be sterilized and hygienic.

#### Leather/skins

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. Reptiles Materials (for example skin, bone, teeth or claws) is not allowed.

Tanning of leather must be performed at tanneries with well-functioning chemical management, functioning Effluent Treatment Plant (ETP) and with full protection of workers health and safety.

#### Fur

Brothers does not allow fur and fur items. This does not include fleece, sheepskin or leather with its hair attached to the skin, typically used as leather, or synthetic fur.

#### Horn, bone and shell

Materials that origin from animal horn, bone and shell is not allowed.

#### 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.