

### **Ethical Animal Welfare Policy**

Reformation is committed to the humane conditions and treatment of animals. All our suppliers must respect humane animal welfare practices and work continuously towards implementing a comprehensive process that includes capture, maintaining, breeding, raising, transportation, handling and slaughter to ensure ethical conditions and treatments of animals. The following policy is broken down into generic animal welfare requirements, responsible land requirements, and requirements for specific animal products.

### **Animal Welfare Requirements**

All suppliers must ensure the Five Domains model, a modern tool for guiding animal welfare states that is informed by the Five Freedoms, as determined by the UK Farm Animal Welfare Council. The Five Domains Model incorporates mental and external conditions to determine the welfare status of an animal at a given time.

The Five Domains Model incorporates four physical or functional domains and one mental state. The Five domains are expressed as follows:

- Nutrition
- Environment
- Physical Health
- Behavior
- Mental

The table below shows a simplistic version of how the Five Freedoms & Five Domains are related.

<b>Five Freedoms</b>	<b>Five Domains</b>
1. From hunger and thirst	1. Nutrition
2. From discomfort	2. Environment
3. From pain, injury and disease	3. Health
4. To express normal behavior	4. Behavior
5. From fear and distress	5. Mental State

### **Responsible Land Requirements**

All suppliers must actively work to protect the land, particularly from deforestation, through responsible management practices. These practices must cover the four main land management components: soil, fertilizers, pesticide use, and biodiversity. Some of these practices include but are not limited to:

- Minimizing or eliminating the use of pesticides, herbicides and synthetic fertilizers
- Protecting soil health, biodiversity, and native species
- Protecting natural ecosystems from ecological disturbances to maintain the ecosystem's native species, structure, or function.
- Protecting areas that are vulnerable to land degradation and desertification. → Implementing grazing plans to prevent overgrazing

## Traceability Requirements

Reformation's goal is to have traceability into all levels of our supply chain so we can confidently stand by our sustainable product claims, including animal products. We expect our direct suppliers to accurately represent all supply chain traceability disclosed regardless of the factory level or production process.

## Our Prohibited List

When sourcing animal products we prohibit the use of:

- Animal fur (excluding bovine hair)
- Animal Feathers and Down
- Angora & other rabbit hair
- Mohair
- Angora Mohair
- Wool from farms that practice mulesing
- Exotic skins including (but not limited to) alligator, crocodile, lizard, snake, cheetah, elephant, rhinoceros, leopard, lion, ostrich, shark, rays, and marine mammals.
- Genuine horn and bone
- Protected, threatened or endangered species
- Leather or skin taken while the animal is alive or from aborted animals.
- Leather from anywhere in the Amazon Biome
- Any material that comes from domesticated or feral dogs or cats → Any animals raised in cages for fiber or skins.

*We allow the use of some animal fibers with certain exceptions. The following exceptions are listed below.*

## Leather

We are committed to sourcing traceable leather to ensure animal welfare and protection from deforestation. In addition, we have strict requirements associated with the environmental impact of leather during the pre-tanning & tanning processes.

- Cow, goat, sheep pig hides
- Leather Working Group (LWG) certified (rated Gold or Silver)
  - ◆ We are committed to sourcing leather from tanneries that have achieved Gold or Silver [Leather Working Group](#) (LWG) certification. LWG aims to improve the environmental impact of the leather industry by assessing and certifying leather manufacturers. The LWG has defined environmental best practices in the tanning industry relating to chemical usage, water management, greenhouse gas emissions and hide traceability between stakeholders.
  - ◆ Tanneries and pre-tanneries must source 100% of hides from slaughterhouses and farms outside Amazon biome. Leather cannot be sourced from the following States of origin:
    - Amazonas
    - Roraima
    - Amapa
    - Acre
    - Para
    - Rondonia
    - Mato Grosso
    - Tocantins
    - Maranhao

- ◆ For leathers sourced outside of Brazil these leathers must not come from: deforested or converted lands in Eastern Paraguay, Columbia or Indonesia in accordance with Leather Impact Accelerator DCF protocol [A2.3.1](#)
  - ◆ As we track back to slaughterhouse and farm level, priority will be given to operations documenting compliance towards the [Animal Welfare Standards Benchmark](#) and [Deforestation and Conversion Free \(DCF\) Protocol](#) as outlined by LIA, directly or through approved partner programs.
- Tannery must agree to Ref traceability audit & corrective action plan process. ◆ Check out our full requirements for traceability [here](#).

## Wool

We are committed to sourcing **non-mulesed sheep wool**. We allow the use of organic wool, recycled wool, or responsible wool standard certified wool. Please see below for specific requirements for different types of wool.

- Organic Wool
  - ◆ We require organic wool to be [Global Organic Textile Standard](#) (GOTS) certified. GOTS is the leading textile processing standard for organic fibers, including ecological and social criteria, backed up by independent certification of the entire textile supply chain.
- Responsible Wool
  - ◆ We require responsible wool to be [Responsible Wool Standard](#) (RWS) certified. RWS ensures that wool comes from farms with a progressive approach to managing their land, practices holistic respect for animal welfare of the sheep and respects the Five Freedoms of animal welfare.
  - ◆ If responsible wool needs to be blended with another fiber, it must be blended with a certified recycled content fiber.
- Recycled Wool
  - ◆ We require recycled wool to be [Global Recycled Standard](#) (GRS) certified. GRS sets requirements for third-party certification of recycled inputs and chain of custody. In addition, GRS includes additional criteria for social and environmental processing requirements and chemical restrictions.

## Alpaca

We require traceability to the farms to ensure the Five Domains Model. We allow the use of organic alpaca and responsible alpaca (once the certification is active). Please see below for specific requirements:

- Organic Alpaca
  - ◆ We require organic wool to be [Global Organic Textile Standard](#) (GOTS) certified. GOTS is the leading textile processing standard for organic fibers, including ecological and social criteria, backed up by independent certification of the entire textile supply chain.
- Responsible Alpaca Standard
  - ◆ Once the [Responsible Alpaca Standard](#) (RAS) is active we will require conventional alpaca to be Responsible Alpaca Standard certified. The standard is being developed to address farm-level animal welfare practices as well as land management and social welfare at the farm. It will also ensure that the fiber is coming from certified farms and can be identified and tracked. If you are already working with this standard, please let us know.

## **Cashmere**

We are committed to sourcing recycled cashmere to aid in reducing overgrazing which has a significant impact on the environment. For all conventional cashmere, we require certification to ensure animal welfare, protection of the environment and that farmers are supported.

### → Recycled Cashmere

- ◆ We require recycled cashmere to be [Global Recycled Standard](#) (GRS) certified. GRS sets requirements for third-party certification of recycled inputs and chain of custody. In addition, GRS includes additional criteria for social and environmental processing requirements and chemical restrictions.

### → Conventional Cashmere

- ◆ We require conventional cashmere to be [The Good Cashmere Standard](#) certified by AbTF or be in the process of certification/ able to provide the equivalent assurances. The standard incorporates the Five Freedoms as defined by the Farm Animal Welfare the Good Cashmere Standard follows three main principles: promote animal welfare in cashmere production, support cashmere farmers to secure a sustainable source of income and protect the environment.

## **Yak**

We are committed to sourcing traceable Yak wool and require traceability to the farms to ensure the Five Domains Model.

## **Animal Testing**

Reformation does not accept animal testing on any products, either during production or on finished goods.