

WE EUROPE BV ANIMAL WELFARE POLICY

All products or part of products manufactured for WE Europe BV should be produced without harm or cruelty caused to animals at any stage of production in the supply chain.

PRINCIPLES & COMMITMENT

The following principles should be adhered to for all materials from animal origin:

- No materials from endangered species can be used in products for WE Europe BV. A full list of endangered species can be found on <http://checklist.cites.org/#/en>.
- Only by-products of the meat industry will be used for WE products. No animal will be slaughtered for WE production.
- No inhumane or cruel treatment will be used in any stage of the animals life. As a standard we have the following principles based on the five domains model (see Appendix 1).
 - Nutrition
 - Physical Environment
 - Health
 - Behavioural Interactions
 - Mental State

The following products of animal origin are banned in use:

- **Down** shall not be used.
- **Fur** (wild or farmed) shall not be used. This includes fur from racoons, dogs and cats. WE Fashion has signed the 'Bontvrij verklaring' from Bont voor Dieren and the Fur Free Retailer Program.
- **Angora fibres** (angora rabbit hair) shall not be used.
- No leather or skin product which is the product of unnatural abortions shall be used (**Astrakhan, Karakul**)
- **Exotic animal skin** shall not be used (for example snake, alligator, crocodile, lizard and ostrich)

The following products of animal origin are limited in use:

- Only mulesing-free **merinowool** shall be used. No use nor practice of mulesing of merino Sheep is allowed. Following our signed commitment to the Four Paws mulesing free pledge by 2030 we have strengthened our process to move from self-declarations to 3th party certified wool (RWS, ZQ Merino, Nativa). Our short term goals is that by 2027 75% of the wool in our collections is certified by one of the accepted standards.
- Only **leather** from cows, buffalo, sheep (including lammy), goats or pigs that have been bred for meat production can be accepted
- **Mother of Pearl** can only be allowed when shells are not originating from endangered species.

The following products from animal origin are not limited in use, assuming that the above mentioned principles are maintained and in line with our preferred materials policy.

- Silk
- Wool
- Cashmere
- Alpaca
- Mohair
- All other animal hair like cow, buffalo, yak, horse, goat and pig

Appendix 1 - Five Domains

General Welfare Aims	Focusing Welfare Targets	Provisions
Good Nutrition	To minimise thirst and hunger and enable eating to be a pleasurable experience.	By providing ready access to fresh water and a species-appropriate diet to maintain full health and vigour
Good Physical Environment	To minimise discomfort and exposure to adverse environmental conditions and to promote physical comfort.	By providing appropriate outdoor access and suitable shelter against adverse weather conditions, and/or housing with different functional areas, comfortable resting areas, and good air quality.
Good Health	To minimise pain, disease, and other discomforts and to promote the pleasures of vigour, strength, robustness and harmonious physical activity.	By preventing or rapidly diagnosing and treating diseases and injuries, and by stimulating, among others, proper muscle tone, natural body posture, cardiorespiratory function, and digestive system processes.
Appropriate Behavioural Interactions	To minimise threats and unpleasant restrictions on behaviour and movement, and to promote engagement in rewarding activities.	By providing sufficient space, conspecific company, human interactions that are adapted to the individual needs and appropriately varied conditions to allow for species-specific behavioural expression
Positive mental experiences	To promote the experience of various forms of comfort, pleasure, interest, confidence and a sense of control.	By providing safe and species-appropriate environmental, conspecific and human interactive opportunities to have pleasurable experiences.