

# COUNTRY ROAD GROUP

COUNTRY ROAD MIMCO POLITIX TRENERY WITCHERY

## COUNTRY ROAD GROUP ANIMAL WELFARE POLICY

Country Road Group recognises the importance of protecting the welfare of animals during the production of all our products sold in store and online. We are committed to ensuring that all animals in our supply chain are treated humanely and with respect. This Animal Welfare Policy has been developed to help meet this commitment. It complements the Country Road Group Supplier Code of Conduct and has been developed in line with international best practice and our partners in the Woolworths Holdings Group.

Country Road Group expects that in supplying goods to Country Road Group, suppliers will employ all reasonable efforts to ensure that animals under their care (or the care of their supply chain partners) are treated in a humane manner that meets the reasonable expectations of Country Road Group's stakeholders. Suppliers must also ensure that they comply with any local and national laws related to animal welfare.

### Application of this Policy to Suppliers:

Country Road Group requires that all Suppliers ensure compliance to the standards set out in this Policy within their own operations and that they actively work with Country Road Group to assess and manage compliance in their supply chain, for all merchandise, including supplying factories and raw material producers.

Compliance with this Policy will be assessed in line with the processes and systems for compliance set out in the Country Road Group Supplier Code of Conduct.

### Consequences of failing to comply with this policy:

- Possible termination of supplier agreement;
- Rejection of goods delivered to Country Road Group;
- Retrieval of goods supplied to Country Road Group and costs to be covered by the supplier.

In case of questions regarding compliance with this policy, you may contact: [goodbusinessjourney@countryroadgroup.com.au](mailto:goodbusinessjourney@countryroadgroup.com.au)

## 1.0 SUPPLIER COMMITMENTS

### 1.1 ENSURE ANIMALS ARE TREATED HUMANELY AND WITH RESPECT

Country Road Group expects our suppliers to treat all animals in our supply chain humanely and with respect. The welfare of animals within our supply chain should meet the Five Freedoms:

- **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

### 1.2 ENSURE SPECIFIC HARMFUL PROCESSES ARE NOT EMPLOYED

Country Road Group expects our suppliers to implement and adhere to processes that ensure all animals in their supply chain are treated humanely and with respect. This includes ensuring that animals are:

- Not subject to mulesing unless the Supplier has committed in writing to adhere to our Responsible Wool Strategy and is transitioning away from mulesing; *and*
- Not used for product testing, including skincare and cosmetics and their raw materials, unless explicitly required to meet statutory and/or regulatory requirements.

Suppliers must ensure that when animal products including skins are used they are:

- By-products of the meat industry or other industries when used in general merchandise
- Not to be obtained by live skinning or plucking or a product of induced abortions

- Not the by-products of prohibited products<sup>1</sup>.

### 1.3 ENSURE PROHIBITED PRODUCTS ARE EXCLUDED

Suppliers should ensure that products supplied to Country Road Group do not contain any of the following:

- Fur, including farmed fur, from any animal. Shearling and hair on leather, which are by-products of other industries, may be used.
- Angora, including in wool blends containing angora
- Astrakhan or Karakul, types of foetal or new-born lamb fleece
- Foie gras
- Exotic skins such as snake, alligator, crocodile, and lizard
- Endangered species which appear on the Convention on International Trade in Endangered Species (CITES) (All Appendices I,II,III) or the IUCN Red List of Threatened Species<sup>2</sup>

### 1.4 ENSURE PRODUCTS ARE LABELLED ACCURATELY

Suppliers should ensure that products supplied to Country Road Group are labelled correctly with an accurate composition.

Synthetic materials made to look like animal products must be clearly labelled as faux on the product description and care label to avoid confusion.

<sup>1</sup> For example, feathers or goose fat from geese reared for foie gras

<sup>2</sup> Convention on International Trade in Endangered Species <https://www.cites.org/> and The IUCN Red List of Threatened Species <http://www.iucnredlist.org/>