

COUNTRY ROAD GROUP

COUNTRYROAD MIMCO POLITIX TRENERY WITCHERY

COUNTRY ROAD GROUP ANIMAL WELFARE POLICY

In 2015, Country Road Group (CRG) joined Woolworths Holdings Limited (WHL) on the Good Business Journey (GBJ), our global strategy outlining our approach to environmental and social issues. As part of this, we are working to responsibly source our key commodities from traceable sources, committed to continuous improvement in the material selection we use for the products we bring to market.

This Animal Welfare Policy (Policy), updated in 2023, has been developed to help meet this commitment. We recognise that our decisions have impacts throughout our value chain, the fashion industry, and our communities at large. Animals play a key role in these systems, and we understand our responsibility to support humane animal welfare practices within the value chain of animal-derived materials (ADMs) that we use in our business.

The CRG Animal Welfare Policy compliments our [Good Business Journey](#) and our [Supplier Code of Labour Practice](#). We have developed this policy through industry benchmarking and consultation with our WHL partners and external animal welfare organisations. This policy applies to the virgin ADMs used by all Country Road Group brands (Brands) and processed by our supply chain partners (Partners), including but not limited to, suppliers, factories and sub-contractors.

1.0 OUR PRINCIPLES

Sustainability and animal welfare are nuanced topics that are continually evolving. The following principles provide the framework for which this Policy has been developed and will continue to be the foundation on which we will evolve our strategies and Policy in the future.

- 1.1 We cannot define best practice, drive solutions, or ensure implementation alone. We will work collaboratively with our Partners and engage the fashion industry as a member of recognised multi-stakeholder organisations and initiatives to contribute to continuous improvement of animal welfare standards.
- 1.2 We will support supply chain traceability and transparency, recognising that animal welfare can only be addressed when there is visibility of partners and practices throughout the value chain.
- 1.3 We are committed to working towards fulfilling the provisions of [The Five Domains Model](#) of Animal Welfare for animals within our supply chain. This model includes:
 - **Good nutrition** with access to the right amount of fresh water and food for their needs and happiness
 - **Good environment** by providing appropriate spaces to rest and find shelter
 - **Good health** by attempting to prevent disease or injury and providing prompt treatment when needed
 - **Appropriate behaviour** by providing space, facilities, company, and opportunity for decision-making
 - **Positive mental experience** by giving comfort and positive emotional experiences while trying to eliminate or reduce negative experiences
- 1.4 We recognise animal welfare as a key component of a holistic responsible sourcing strategy. We will consider the direct and indirect animal welfare implications of ADMs, and their alternatives, and will use recycled animal fibres, alternative fibres and material innovations when appropriate and supportive of our GBJ.

2.0 PROHIBITIONS

Country Road Group does not allow the use of the following materials and processes in the development of current or future products, for sale in-store or online across our Brands:

- 2.1 Materials obtained by live skinning or plucking or a product of induced abortions
- 2.2 Exotic skins such as snake, alligator, crocodile, or lizard
- 2.3 Materials obtained from 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](#)
- 2.4 Materials obtained from wild animals, including culling, wild-caught and wild reared on farms
- 2.5 Fur, including farmed fur, from any animal – (excluding shearling and hair on leather, which is permissible if adhering to standards as outlined in *Section 3.2*)
 - Country Road Group joined the Fur Free Retailer program in 2016 to support this commitment
- 2.6 Angora wool fibre from Angora rabbits, including use in wool blends
- 2.7 Astrakhan or Karakul, types of fetal or new-born lamb fleece
- 2.8 Bone, teeth, hooves or horn
- 2.9 Animal testing for skincare and cosmetics and their raw materials, unless explicitly required to meet statutory and/or regulatory requirements
- 2.10 Foie gras

3.0 MATERIALS AND STANDARDS

At Country Road Group, we use a selection of animal-derived materials (ADMs) in our products. We value their longevity and performance and their origins as natural resources, providing an alternative to fossil-fuel based fibres and materials. The following materials are permissible for use in our products when sourced from domesticated (farm-raised) animals in-line with the below outlined standards:

3.1 Wool and Hair

For CRG, 'wool and hair' includes wool, mohair, cashmere and alpaca materials used in pure and blended fabrics and yarns. *(See Leather section for shearling).*

We are committed to supporting the wool sheep industry to move away from the practice of mulesing by transitioning our wool fabrications to non-mulesed or ceased-mulesed fibres. Our [Responsible Wool Strategy](#) outlines our ambition for our wool sourcing to address animal welfare and land management practices:

- By Winter 2023, our target is for pure wool (100% wool fibre composition) and wool-rich (30%+ wool fibre composition) to be non-mulesed or ceased-mulesed
- By Winter 2026, our aim is for pure wool (100% wool fibre composition) and wool-rich (30%+ wool fibre composition) products to use wool fibre that is non-mulesed or ceased-mulesed and certified to the Responsible Wool Standard (RWS) or ZQ or ZQRX Merino Standard. We will review and revise our recognised certifications as new research, programs or certifications become available and as our sourcing and GBJ strategies evolve.

Beyond wool fibre from sheep, our ambition is to use mohair, cashmere and alpaca fibres that meet industry recognised standards, including Responsible Mohair Standard (RMS), Responsible Alpaca Standard (RAS) and The Good Cashmere Standard, as they become more widely available in the market. We will continue to evaluate the standards that we recognize as new research, programs or certifications become available and as our sourcing and GBJ strategies evolve. Additionally, as a member of the global non-profit organisation, [Textile Exchange](#), we will continue to support their progress to develop certifications for animal welfare and land management standards for goat and alpaca fibre (mohair, cashmere and alpaca) industries.

3.2 Leather

Leathers, skins and pelts (including shearling and hide with hair attached) used in our products should be sourced from cow, buffalo, sheep, goat or pig and be a co-product or a by-product of the meat industry.

We recognise the current challenges for animal welfare and environmental management assurance within the leather supply chain due to a lack of transparency back to slaughterhouse and/or farm. CRG is a proud member of Textile Exchange and Leather Working Group and we are committed to supporting the evolution of standards, programs and certifications to include animal welfare practices and improved traceability for leather. We will continue to engage in industry working groups and initiatives to help address environmental pollution, deforestation, and adverse animal welfare practices in the leather supply chain.

By 2025, our aim is for all leather (contributing 10%+ to product composition) used in our products to be from sourced from a traceable origin* certified to Leather Working Group standard.

We will continue to revise our recognised standards as new research, programs or certifications become available and as our sourcing and GBJ strategies evolve. Additionally, we will continue to explore opportunities to integrate innovative virgin leather alternatives into our product offering when material composition and material durability align with our GBJ strategy.

*A traceable origin is as far back in the supply chain as recognised third party standards support. Currently for leather, this is to tannery. We are supportive of the work being done through multi-stakeholder organisations to drive traceability back to slaughterhouse, with the ultimate goal to farm, and are committed to reviewing and updating our strategy and targets as these benchmarks evolve.

3.3 Down and Feathers

Down and feathers used in our products should be sourced as co-product or by-product of an existing industry. Down and feathers shall not be sourced through forced-molting or live-plucking and shall not come from birds that have been force-fed (including in the production of foie gras).

Down is not currently a material that is utilised in our business. If/when virgin down is included in the production of our products, it should be certified to Responsible Down Standard (RDS), Global Traceable Down Standard or Downpass. We will continue to revise our recognised standards as new research, programs or certifications become available and as our sourcing and GBJ strategies evolve. We encourage the use of alternatives to virgin down and feathers, including recycled materials, when appropriate and aligned to our GBJ strategy.

3.4 Silk

Silk fibre sourced from the cocoon of silkworms is a permissible material in our business due to the durability of physical properties and the perceived emotional value of the material. We encourage our Brands to consider the use of an alternative material when appropriate and in line with our GBJ strategy.

4.0 GOVERNANCE

As an active member of recognised multi-stakeholder organisations and industry working groups, including Textile Exchange and Leather Working Group, and through continuous engagement with animal welfare organisations, we will continue due diligence in assuring this Policy remains updated in line with our Good Business Journey and our overall business strategy. We will continuously strive to make progress towards best practice and industry standard, as best aligned to Brands strategies and our holistic consideration for environmental, social, and animal welfare issues.

Our Group Sustainability team is responsible for setting the standards and strategies for our Good Business Journey, including our Animal Welfare Policy. The expectations outlined in this policy have been reviewed and approved by CRG General Manager of Sourcing and Supply Chain and has been shared with stakeholders across our Brands and wider business. Our Group Sustainability team will review this policy biennially and will update the details, when necessary, in consultation with internal and external stakeholders.

CRG Group Sourcing team and Brand product teams are responsible for working with our Partners to ensure this policy is understood and implemented within our supply chain.

This Animal Welfare Policy will be made available publicly on our Group website and will be included in Partner onboarding and internal employee Good Business Journey capacity training.

5.0 COMPLIANCE

Country Road Group expects that in supplying goods to Country Road Group, Partners 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 outlined in this Policy. Partners must also ensure that they comply with any local and national laws related to animal welfare.

We will work with our Partners to assess and manage compliance associated with the supply chains for our products. We require our Partners to provide all relevant information on request, including but not limited to, the species of animal, the country of origin, and appropriate animal welfare standards/certification documentation.

If Partners are found to knowingly be in breach of this Policy or to knowingly provide false information, in relation to their own operations or within their supply chains, the following may apply:

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

For questions regarding this Policy or to express grievance regarding an animal welfare issue in the supply chain of Country Road Group products, please contact: goodbusinessjourney@countryroadgroup.com.au