



IVY OAK

ANIMAL WELFARE POLICY

V2.0, MAY 2022

INTRODUCTION	03
I LEGAL COMPLIANCE	04
II FIVE FREEDOMS	04
III TRACEABILITY	05
IV ANIMAL TESTING	05
V SPECIFIC MATERIALS	06
WOOL	06
LEATHER AND SKINS	08
FUR	09
ANGORA AND ANIMAL HAIR	10
CASHMERE	10
MOHAIR	11
ALPACA	11
FEATHERS AND DOWN	11
SILK	12
HORN AND BONE	12
SHELLS, PEARLS AND CORAL	12
ENDANGERED AND VULNERABLE SPECIES	13
VI LABELLING	13

INTRODUCTION

IVY OAK is strongly committed to promote the highest standards of animal welfare and we expect the same from our suppliers and business partners.

We do not believe it is ever acceptable to harm animals in the manufacturing or testing of products. This Policy contains our positioning on animal welfare topics and the ethical sourcing of all animal-based raw materials and animal derived fabrics. It applies to all IVY OAK products as well as to all partner products sold through the IVY OAK website and store. Where relevant it includes material-specific or product-specific requirements for suppliers and business partners.

All suppliers and business partners are expected to comply with this policy in all business conducted with or on behalf of IVY OAK. We want to work with our partners and suppliers to constantly raise animal welfare standards.

This Animal Welfare Policy mainly covers raw material production, while labour and human rights issues are mainly addressed in our Code of Conduct. Therefore, this policy should always be applied in combination with our Code of Conduct.

IVY OAK's goals are to source 50% sustainable fabrics by 2021 and 100% sustainable fabrics by 2025. For animal-derived fabrics and materials this means that we aim to source a) virgin animal derived fabrics where the raw material originates from responsible farms with good animal welfare practices that are either certified to a credible standard and/or in accordance to the standards set out in this policy, b) animal derived materials that come from recycled or regenerated sources, as well as deadstock materials, and c) other materials that replace animal derived fabrics and materials with other sustainable, low impact, non-animal fibres.

Using high quality fibres and materials is a key element of IVY OAK's sustainability strategy. High fibre quality translates into long lasting materials and therefore influences our products' life cycles, translating into lower social and environmental impacts.

I LEGAL COMPLIANCE

All business partners and suppliers of animal-derived materials must comply with all applicable animal welfare, environmental, health & safety, labour and social laws and regulations, including applicable land tenure and use rights. Business partners and suppliers should follow industry minimum standards, ILO and UN Conventions, and any other relevant statutory requirements, whichever requirements are higher or more stringent, in all of their business operations.

Should any requirement in this Animal Welfare Policy conflict with the national law in any country or territory, the law must always be followed. In such cases the supplier must notify IVY OAK immediately so that conflicts can then be evaluated in order to establish the most appropriate course of action.

II FIVE FREEDOMS

We believe that animals should be treated with care, respect, and dignity. Good animal welfare depends on three components: physical well-being, mental well-being and natural living. Animal welfare requires disease prevention and appropriate veterinary care, shelter, management and nutrition, a stimulating and safe environment, humane handling and humane slaughter or killing.

We are committed to the internationally recognised Five Freedoms and seek to source all animal derived materials from farms with good animal husbandry where the Five Freedoms are respected and implemented. The Five Freedoms are recommendations on animal welfare set out by the World Organisation by Animal Health (OIE) and the Farm Animal Welfare Committee (FAWC).

The Five Freedoms are:

- Freedom from hunger or 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 (most) 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

Suppliers must ensure that the Five Freedoms of Animal Welfare are implemented at their own operations and throughout their supply chain.

III TRACEABILITY

The traceability of raw materials is a necessary pre-condition to ensure responsible business conduct across the supply chain and to improve animal welfare practices. Trust and transparency down the supply chain is central for IVY OAK to understanding and tackling issues. We need to make sure that we have as much information as possible about the places where and how our raw materials and inputs are made.

IVY OAK strives to increase traceability from the farm to the final product and has set the goal to achieve full traceability back to the farm for all its animal-derived

material inputs. We rely on our suppliers to cooperate and support us in achieving this goal.

IVY OAK asks suppliers to provide detailed information on their supply chains, the origins and species of the animals involved to make fibres and materials. If business partners and suppliers do not have full traceability, they are expected to openly communicate this to IVY OAK and to gradually increase traceability and transparency.

IV ANIMAL TESTING

IVY OAK has a zero-tolerance policy on animal testing. We do not accept any animal testing for quality or other reasons on any products, for the ingredients used in their production, during their production or on the finished products. This applies to our own products as well as to products from business partners sold via our channels.

While we recognise that customer safety is of utmost importance, we believe that this can be assured without the use of animal testing. Therefore, we will not conduct, commission, or be party to any animal testing of products, or ingredients, or raw materials, including cosmetic and hygienic products.

The European Union (EU) introduced a testing ban on finished cosmetic products in the EU applicable from

11 September 2004; a testing ban on ingredients or combination of ingredients applicable from 11 March 2009 and a ban on the sale of cosmetic products and ingredients animal-tested anywhere in the world applicable from 11 March 2013. In line with EU regulations, IVY OAK will never knowingly purchase or sell ingredients, formulations or products from business partners and suppliers who have conducted, commissioned or been party to animal testing on these products. Such animal testing may not be performed by the cosmetic product supplier or business partner, or their raw material suppliers, manufacturers, agents, any subcontractors or government agencies.

V SPECIFIC MATERIALS

WOOL

Wool is a long lasting, renewable, natural fibre. Wool has a low impact during its use phase due to its characteristics of being durable, water-repellent, moisture absorbent and resistant to odour. Furthermore, wool is a promising raw material for the circular economy: it can be re-used many times and it is suitable for recycling at the product's end of life. IVY OAK seeks to source wool from producers with good animal welfare and husbandry practices.

IVY OAK does not accept wool from farms that practice Mulesing or Freeze Branding (Steining). All wool fabric, yarn and fibre suppliers must declare that the wool is mulesing-free (incl. free of Freeze Branding).

Mulesing is a practice that removes strips of wool-bearing skin from around the breech of a sheep to prevent the parasitic infection flystrike (myiasis). A similar method is Freeze Branding (Steining) which uses liquid nitrogen to remove the skin. The wool around the buttocks can retain faeces and urine, which attracts flies. According to animal welfare organisations these practices are cruel and painful for the animals during and after the surgical intervention which is often performed without pain relief management.

IVY OAK expects its suppliers to have appropriate animal welfare policies in place prohibiting the practice of Mulesing (incl. Freeze Branding) and to conduct due diligence on their own suppliers and subcontractors to ensure that no mulesing (incl. Freeze Branding) is practiced in their supply chain.

Mulesing (incl. Freeze Branding) is a common practice in the world's largest wool producing country Australia, particularly on highly wrinkled Merino sheep. All wool originating from Australia must be declared as 'non-mulesed' (NM) or 'ceased mulesed' (CM) in a National Wool Declaration (NWD) test certificate from AWEX.

IVY OAK expects its suppliers to have such certificates or, where not the case, another form of declaration declaring that no mulesing was practiced on the sheep. Mulesing was banned in New Zealand in 2018. It is also forbidden in almost all countries of the EU.

Sheep and lambs are routinely subjected to mutilations, such as tail docking, castration and dehorning.

Tail docking is a practice that is used to prevent the accumulation of faeces around the tail to reduce lesions and infections from flies. According to animal welfare organisations this practice is not necessary to maintain animal health and welfare and is often carried out with a knife, hot iron or tight ring around the tail, which is painful for the animals. According to the FAWC, greater effort should be directed towards the prevention of flystrike by methods other than tail docking.

Many male lambs are castrated to prevent breeding, aid fattening and to reduce aggression. Lambs are usually castrated by applying a tight ring, clamp or surgery. This is often done without anaesthetic and painful for the animal.

Farmers should carefully consider, together with a veterinarian, whether or not there is a need for tail docking and for castrations, following an appraisal of the disease risks. Castration and tail docking should be avoided and should not be undertaken without strong justification. Where tail docking or castration is judged necessary, it should be carried out only by a qualified veterinarian, and with minimal pain, suffering and distress for the animal. Pain relief should be given, and only surgical methods preceded by anaesthesia or haemostatic tongs should be used. The use of hot irons and tight rings should be avoided.

Similarly, dehorning should in general be avoided. If judged necessary after careful assessment, it should only be carried out by a veterinarian using an anaesthetic and farmers should conduct steps to use methods that minimise the distress and suffering of animals. Other procedures in which the animal will, or can reasonably be expected to, experience pain may only be carried out with the use of an anaesthetic and shall be carried out only by a veterinarian or other person qualified in accordance with national legislation.

IVY OAK expects its suppliers to have appropriate animal welfare policies in place concerning mutilations and to conduct due diligence on their own suppliers and subcontractors to avoid unnecessary mutilations and to minimise the pain and suffering of animals.

Shearing requires sheep to be handled multiple times and is stressful to sheep. The potential for pain is present where sheep are wounded or injured during shearing.

Suppliers should adopt practices such as the ones recommended by the animal rights organisation RSPCA to reduce the stress experienced by sheep during shearing:

- handling sheep in a low-stress manner
- ensuring shearers are trained and competent in best practice technique to reduce the risk of cutting the sheep
- requiring shearers to be accredited
- ensuring recognised training programs incorporate principles of animal welfare, animal handling and the importance of good stockmanship
- ensuring the appropriate treatment of wounds and injuries using pain relief where required
- creating an environment in the shearing shed where mistreatment of sheep is not tolerated.

Very high sheep stock numbers can cause vegetation change and soil erosion which in turn can lead to desertification and land degradation. Moreover, faecal matter from flocks can contaminate waterways. Therefore, adequate pasture management policies and practices should be adopted so that the farming conditions mimic the natural ones as much as possible.

A holistic pasture management approach can efficiently protect grasslands and sometimes even reclaim degraded land that was once desert. Moreover, the health problems of sheep are largely treatable or avoidable with good grazing, breeding and stockmanship practices.

IVY OAK expects its suppliers to conduct due diligence on their own suppliers and subcontractors to ensure that appropriate land and pasture management policies and practices are in place.

IVY OAK encourages its suppliers to source wool from certified farms. Credible standards include the Responsible Wool Standard (RWS) and the traceable ZQ-Merino standard, which ensure high levels of animal welfare, including no mulesing, as well as land management standards. IVY OAK also encourages suppliers to source organic mulesing-free wool, for example certified to the GOTS standard.

LEATHER AND SKINS

Leather is a highly durable and long-lasting material. It develops a fine patina over time and can last a lifetime with the right care.

IVY OAK only uses very small quantities of leather. When we do use leather, we want to acknowledge the issues of concern that are present in this industry and set clear criteria for the leather we source to avoid negative environmental and social impacts.

The relevant sustainability issues of concern in the leather industry include the humane treatment of animals, the environmental and social impacts of the chemicals used in the tanning process, the working conditions on farms and in the tanning industry as well as the low level of transparency and traceability.

Because of these particular concerns, IVY OAK will only buy leather originating from fully traceable sources.

IVY OAK only accepts leather originating as a by-product from meat production. Leather must come only from animals raised for their food, never solely for their hide.

Livestock farmers are expected to have a policy on animal welfare in place. Animals must stem from producers who promote animal welfare in accordance with the five freedoms. Leather or skin must not be obtained from animals that were kept in confinement systems i.e. in veal or sow crates. Animals must not be exposed to long transportation, in which they suffer unreasonable levels of distress. Animals must be slaughtered in a humane way.

Leather must not be taken from exotic or wild-caught animals, including but not limited to snake, alligator, crocodile, lizard, ostrich, emu or kangaroo.

Leather must not stem from vulnerable or endangered species as defined by the International Union for the Conservation of Nature (IUCN) and the Convention on International Trade in Endangered Species (CITES).

Leather must not be taken from alive animals. It can never be obtained from live skinning or live boiling. We do not accept leather or skin from fetal or newborn lambs, including but not limited to slink, astrakhan, swakara, karakul, Persian lamb, broadtail, or krimmer.

We do not accept any leather stemming from other animals than cows, pigs or sheep. There have been allegations by animal rights NGOs about the use of dog and cat leather in China. We specifically state that we forbid the use of leather obtained from dogs or cats.

We do not want to contribute to the deforestation of the Amazon rainforest. Therefore, we do not allow leather from cattle raised in the Amazon Biome. If suppliers source hides/leather from Brazil they must have a traceable and transparent system in place to provide credible assurance that their hides/leather is from cattle raised outside of the Amazon Biome.

IVY OAK expects its suppliers to conduct due diligence on their own suppliers and subcontractors to ensure that appropriate animal welfare assurance systems, policies and practices are in place.

Tanneries and suppliers should have an environmental management system in place, covering in particular waste management, including the proper disposal of sludge and solid waste, pollution control and reduction, the monitoring of air emissions and chemicals management.

IVY OAK only accepts leather that was tanned 100%

chrome-free. In particular, the use of hexavalent chrome is strictly prohibited.

Suppliers must have and follow a Manufacturing Restricted Substances List and IVY OAK strongly recommends leather suppliers to follow and be compliant with the ZDHC MRSL (Zero Discharge of Hazardous Chemicals Manufacturing Restricted Substances List). If suppliers use a different list, they should assess it against the ZDHC List and work towards complying with its requirements, as it represents industry best practice. Suppliers should also be REACH compliant. Suppliers have to inform IVY OAK of their status on both ZDHC and REACH compliance.

Tannery effluents should not be discharged untreated into the local environment, but should be treated in a wastewater treatment system. Effluent parameters should be monitored and regular audits of wastewater should be conducted to confirm compliance with legal requirements and industry best practice, whichever is higher.

Poor working conditions in the tannery industry are a particular concern for IVY OAK. All tanneries in our supply chain must comply with our Code of Conduct and adequately protect workers' rights and health.

FUR

IVY OAK has been fur-free since the beginning (May 2016). We have never and will never use real fur. No real fur must be used in our own products nor in any products sold via our channels.

Animal fur includes farmed fur, including but not limited to, mink, fox, rabbit, karakul lamb, and raccoon dog;

As such, tanneries should clearly commit to uphold human and labour rights. IVY OAK strictly prohibits the use of bonded and forced labour, as stipulated in our Code of Conduct. Tanneries should provide workers with personal protective equipment (ppe) and implement measures to ensure worker health and safety, especially with regards to handling chemicals. Suppliers are expected to conduct due diligence on tanneries supplying them.

When using leather, IVY OAK will source leather from suppliers and tanneries who participate in the Leather Working Group (LWG) and are rated Gold, Silver or Bronze (or can provide credible assurance that they are in the process of being certified in a reasonable timeframe), who are certified to the IVN Naturleder standard or certified to the Terracare standard.

IVY OAK also seeks to promote the use of deadstock, recycled and upcycled leather, in particular chrome-free tanned. We will keep monitoring the market developments of new vegan leather alternatives. We encourage our suppliers to keep up to date with those options and to explore new, lower impact and more sustainable ways to produce leather and leather alternatives.

fur which may be a by-product of the meat industry (e.g. rabbit) as well as fur from hunted wild animals.

We publicly affirmed our commitment to being fur-free by becoming a member of the Fur Free Alliance in October 2019.

ANGORA AND ANIMAL HAIR

IVY OAK believes that using certain animal-derived materials is never acceptable because of the pain and suffering endured by the animals involved. We have never and will never use the following in our own products and any products sold via our channels must not contain these:

Angora: IVY OAK has never and will never use any angora in our products or allow products sold via our channels to contain angora. All of our products have always been and will continue to be angora free. In 2013, a PETA

campaign exposed the plight of angora rabbits suffering inhumane breeding, rearing and plucking methods and many brands have since then phased out the use of Angora. We welcome this industry movement.

Animal Hair: IVY OAK has never and will never use any hair from animals reared in cages for their hair, including but not limited to rabbit, raccoon, marten, fox, squirrel, sable chinchilla or ferret. IVY OAK does not accept hair from wild animals, for example vicuña.

CASHMERE

Cashmere is one of the most luxurious natural materials in fashion. However, because of a rising demand for cashmere, the production has increased substantially over the past years. This has led to an increase in the number of goats in herds translating into overgrazing, soil degradation and desertification developments, especially in Mongolia.

Some brands have reacted to these developments with temporary bans or switching to non-virgin cashmere. IVY OAK uses very low quantities of cashmere in its collections and therefore considers to have a minimal impact with regards to global market demand. We still want to ensure that we contribute to a sustainable cashmere production system. When we do use cashmere, we will seek to do so in a sustainable manner, for example by considering recycled and re-engineered cashmere alternatives to

reduce the environmental impact of virgin cashmere. When we do not find a suitable low impact alternative and use virgin cashmere, we will seek to find producers who promote fair pay for herders, incentives for high quality materials as well as good animal husbandry and pasture management practices that preserve and restore grasslands. As part of good animal welfare practices, goat hair must not be harvested by live plucking.

We will continuously monitor the evolution of global market demand and regularly assess our own impact on cashmere demand and local conditions. We will also follow multi-stakeholder initiatives, round tables and the developments of standards and certification schemes for cashmere, as they evolve and become available on the market.

MOHAIR

IVY OAK has never and does not wish to use any mohair in its products. Following allegations of animal abuse in the mohair industry by PETA in 2018, many brands started phasing out the use of mohair from the angora goat.

IVY OAK will continue to monitor the market situation and the evolution of animal welfare practices in the mohair industry in the future.

ALPACA

80% of the world's alpaca fibre comes from Peru and 85% of Peruvian alpacas live free-range and belong to smallholders with less than 50 animals each (FAO 2009). Alpaca is often considered a more sustainable fibre than wool and cashmere, because Alpacas have padded feet (not hooves) that are gentle to the soil, they do not damage or destroy root systems when grazing, and require less water and food. Alpaca fibre does not contain lanolin or grease and therefore does not need chemical baths to remove it. For the most part, animal

rights are not a big concern with alpaca fibre, however, whenever animals are involved in fibre production IVY OAK considers their welfare. If we decide to use Alpaca wool, IVY OAK will seek to work with suppliers who can provide traceability of the alpaca wool, prove that they are committed to support local communities and work with farmers who conform to responsible herding practices and sustainable grazing methods. Where relevant and available, IVY OAK will encourage organic and fair trade certifications.

FEATHERS AND DOWN

IVY OAK has never and will never use virgin feathers or down. No virgin feathers or down must be used in our own products and in any products sold via our channels. Animal rights NGOs have exposed the prevalence of live plucking, force-feeding and low levels of animal welfare

in down and feather production and therefore, only synthetic alternatives or recycled feathers or recycled down may be used in IVY OAK's products and partner products sold via our channels.

SILK

IVY OAK uses very small quantities of silk in its collections. When we use silk, it usually represents a low percentage in the fibre mix of a fabric. When using silk, especially if we were to use pure silk fabrics, IVY OAK will seek to source silk originating from fully traceable sources.

IVY OAK is concerned about reports of poor working conditions, forced and child labour in the silk industry, particularly in India and Uzbekistan. Silk suppliers who source silk from these countries must inform IVY OAK beforehand and provide information on how they ensure good working conditions before entering into a

commercial relationship. IVY OAK expects suppliers to follow our Code of Conduct and to adequately protect workers' rights and health. As such, silk suppliers should have a clear commitment to human and labour rights. IVY OAK strictly prohibits the use of bonded and forced labour as well as child labour, as stipulated in our Code of Conduct.

IVY OAK will keep monitoring the market developments for new and innovative material alternatives to silk.

HORN AND BONE

No bone is used in any of our products and we do not allow the use of any bone for any of our products or any products sold via our channels.

IVY OAK currently uses horn buttons for some products. We will further investigate the sustainability characteristics

of these buttons in order to define our long-term strategy regarding the material horn, promote responsible sourcing and work on full traceability.

SHELLS, PEARLS AND CORAL

IVY OAK does not allow coral to be used in our products nor in any products sold via our channels.

IVY OAK does not allow any shell from vulnerable or endangered species. We only allow cultivated pearls

and shells, including mother of pearl, to be used in our own products as well as in partner products sold via our channels.

ENDANGERED AND VULNERABLE SPECIES

IVY OAK does not accept any fabrics or materials that are in any way derived from endangered species, as defined by the International Union for the Conservation of Nature (IUCN) in their Red List of Critically Endangered; Endangered; or Vulnerable listed species, and the Convention on International Trade in Endangered Species

(CITES). No vulnerable or endangered species must be used in the production of our products nor in any products sold via our channels. Information on these lists can be found at <http://www.cites.org> and <http://www.iucnredlist.org>.

VI LABELLING

Suppliers must clearly indicate and identify animal derived products as such. Synthetic materials made to look like animal products must also be clearly labelled as faux on the product description to avoid confusion. IVY

OAK will clearly inform customers about animal-origin materials and faux materials via adequate channels, including care labels, product details and other.

DOCUMENT HISTORY

Version 1.0 Animal Welfare Policy – released Nov 2019

Version 2.0 Animal Welfare Policy – revised May 2022

Last Revision: May 2022

RESPONSIBILITY

This Policy has been approved by IVY OAK's executive management team. It will be reviewed and updated periodically.