

FENIX OUTDOOR

Animal Welfare Policy

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1. Objective

The objective of this policy is to encourage, promote and strive to secure good husbandry practices and considerate treatment of animals throughout the production chain, from farm to stockyard and slaughter house, including all handling of animals in connection with breeding, transports, harvesting and shearing and the like, regarding products and materials which originate from animals.

Companies subscribing to this policy urge their Suppliers to follow the policy.

Suppliers are strongly encouraged to strengthen the control over their respective part of the supply chain and to place the same demands on their sub-contractors.

All parties are encouraged to cooperate to improve the industry dialogue and enhance traceability and transparency throughout the production chain, down to farm level. This Policy is based on the Animal Welfare Policy, drafted by Svensk Handel and will have been enhanced by the animal welfare requirements, postulated in the Fenix Way. In future, it will be updated in accordance with the Fenix Way and possible amendments by Svensk Handel.

2. Scope

This Policy is a Group Policy of Fenix Outdoor International AG and applies to any of its entities. This policy refers to **all materials** used for non-food products targeting consumers (including catalogue sales and e-commerce), which originate from animals, such as animal hair, fibres, leather, hide, fur, feathers, down, teeth, horn, tusks and bone.

Regarding animal testing, see Section 4.

3. Requirements

All Suppliers of any of the Fenix Outdoor International companies subscribing to this policy **must** follow national and international legislation regarding animal welfare.

We do not accept the maltreatment of animals used in the production of our products. In businesses where animals are used they must be fed and treated with dignity and respect and no animal must deliberately be harmed nor exposed to unnecessary pain in their lifespan.

Taking the lives of animals must at all times be conducted using the quickest and the least painful and non-traumatic method available. Where we deem it necessary we will actively support and help improve the care for animals during raising and capture, transport and slaughtering. Products from animals, not intended for human consumption, are generally not used in any Fenix Brand.

Breeders and all parties handling the animals should adhere to their Five Freedoms defined by the EU Farm Animal Welfare Council/World Organisation for Animal Health (OIE).

The five freedoms are:

- Freedom from hunger and thirst

This should be ensured by ready access to fresh water, a feeding technique that is appropriate for the species, age group and intended purpose and a feed quality and composition, which maintains full health and vigor. Feeding of inappropriate animal feed or the use of force-feeding is an offence against

Animal Protection Laws and hence an offence against our perception of species-appropriate animal keeping.

- **Freedom from discomfort**

This should be ensured by providing an appropriate environment, which offers species-suitable shelters, a comfortable resting area and, in case of waterfowl, an adequate green open-air ground with a swimming pond. The animals must have the opportunity to roam naturally and find shelter. In barn systems a stable temperature, fresh air supply and low noxious gas content have to be maintained, the stocking density should be below recommended limits, i.e. with geese not more than 25 kg final mast weight/m² and not more than 30 kg final mast weight/m² with ducks. The green open-air ground should have a minimum acreage of 2 m² per duck and 4 m² per goose.

- **Freedom from pain, injury and disease**

This should be ensured through appropriate barn and open-air ground systems, application of adequate veterinary medicine for disease prevention, diagnosis and treatment of disease and by protecting the animal population through controlled livestock acquisition, suppression of contact with wildlife and limited people access. In addition all methods of feeding and obtaining down, which causes the animals pain and lead to injury (force-feeding as well as live- and molt-plucking) are not allowed.

- **Freedom to express normal behaviour**

This should be ensured by a sufficiently large area, species-suitable facilities (shelters, ponds, resting places) and the company of animals of their own kind. As with many animals kept by man social behavior is very important with ducks and geese. But it must be clear that the behavior of man-kept animals will always be different than in the wild, even in the best equipped manufacturing facilities. The target of all industrial animal husbandry in spite of focusing on a solid economic base, should be allowing the animals a behavior, which gets as close to normal, species-appropriate behavior as possible.

- **Freedom from fear and distress**

This will be ensured by treating the animals in a way that s that they do not suffer unnecessarily from being kept by man. This includes avoidable suffering caused by practicing live- and molt-plucking in order to obtain down as well as unsuitable accommodation and feeding under force, as this inevitably will cause mental suffering.

Materials **must not** originate from vulnerable or endangered species.

All parties involved, handling the animals and/or the materials, **shall** follow national and international legislation regarding forbidden materials. They **must** also respect and follow international agreements, such as the Convention of International Trade in Endangered Species (CITES).

All suppliers are **urged** to provide as detailed information as possible regarding the origin of the materials.

In addition, the following material specific requirements are placed on suppliers:

3.1 Animal Hair & Wool

Only hair from living and domesticated animals is allowed, including but not limited to sheep, goat, alpaca, lama, camel, cow, buffalo, yak, horse and pig.

Hair and wool **must not** originate from animals that have been handled, harvested or sheared in a way that harmed the animals.

3.1.1 Mulesing

Wool **must not** originate from sheep that have been subject to mulesing or from farms which practice mulesing.

3.2 Down and feathers

Down and feathers **must** originate from slaughtered birds bred for meat production. Down and feathers **must not** originate from farms practicing live plucking or force feeding.

3.3 Leather/skin

Leather and skin **must** originate from animals bred for meat production.

Leather or skin **must not** originate from aborted animals, including but not limited to astrakhan, broadtail, krimmer, karakul, Persian lamb, slink or swakara.

4. Animal testing

Cosmetic and hygiene products **must not** be tested on animals, either during production or as finished products.

5. Additional Requirements

5.1 Cage breeding

Animal hair or fur **must not** originate from animals reared in cages for their hair, skin, leather or fur, including but not limited to rabbit, mink, raccoon, marten, fox, squirrel, sable, chinchilla or ferret.

5.2 Fur

Fur is **not allowed in any Fenix Brands** [in accordance with the Fur Free Alliance's Retailer Program]. This does not include fleece, sheepskin or leather with its hair attached to the skin, typically used as leather, nor does it extend to synthetic furs.

5.3 Wild-caught animals

Materials (for example skin, hair or bone) **must not** originate from wild animals that have been trapped using primitive trapping methods or devices. This extends (but is not limited) to materials from alligator, beaver, bears, chinchilla, crocodile, fox, lizard, marten, mink, otter, racoon, sable, snake, primates, sharks and squirrel.

5.4 Rabbit hair/Angora

Rabbit hair (Angora) is **not allowed**.

5.5 Reptiles

Materials (for example skin, bone, teeth or claws) **must not** originate from reptiles

5.6 Fish

Materials from sharks are not allowed.

5.7 Indian leather

Leather **must not** originate from Indian cow, calf or ox.

5.8 Animal testing for other materials

In addition to Section 4, other materials or ingredients that have been tested after 2012 on animals are **not allowed**, such as glue and self-adhesives or any non-medical product.

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