

APPENDIX 2.

Animal Welfare Policy (version 1, september 2014)

This Policy describes the key principles, requirements and responsibilities relating to animal welfare. We believe that it's never acceptable to harm animals in the manufacturing of our products. Having excellent standards of animal welfare should go hand in hand with providing irresistible fashion.

The animals used in manufacturing of Euro Sko Norge AS products shall be treated in a correct and dignified manner to avoid unnecessary pain and suffering throughout the life cycle of the production animals and breeding stock. This includes day-to-day management and housing, as well as breeding, transportation, handling and slaughter.

All leather and skin must **not** be obtained whilst the animal is still alive, we do **not** accept live skinning or live boiling. Nor do we accept from aborted animals or newborn lambs, including but not limited to e.g. karakul. Animal skins must **not** be sourced in the Amazon Biome (Amazon rainforest and its related ecosystem). And suppliers of animal skin must comply with Euro Sko Norge AS Restricted Substance List (RSL).

Leather products and fur ("hair-on" hides) must be manufactured from the skins of utility animals such as pig, sheep, goat, buffalo and cow, where the animals have been originally slaughtered for the meat market and are from producers with good animal husbandry. Seal must live in their natural habitat before hunted humane, must be a bi-product for food or products creating good sustainable jobs in arctic areas. Animal Skins from dog or cat **cannot** be used in production of our brands. Reptiles are also baned.

Feathers and down must **not** be harvested through live plucking. Feather and down used in products must be sourced as a by-product of the meat industry (excluding foie gras production) and from producers with good animal husbandry. All our down and feathers must be sterilized as per the EU standard EN 12935.

Wool, incl mohair and alpaca, must originate from farms with good animal husbandry, we do **not** accept mulesing.

Angora and other rabbit hair must **not** be used in our products.

Waste water from the tanneries used in production of our brands must be treated at a waste water treatment plant.

Euro Sko Norge AS will not allow nor accept to use products from endangered species on the CITES (Convention on International Trade in Endangered Species) or IUCN (International Union for the Conservation of Nature) list.

