Animal Welfare Policy (External)

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Accountable owner:	Chief People Officer
Responsible owner:	Head of ESG

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1. Policy Statement

This Policy establishes a set of principles and rules adopted by The Very Group Limited ('TVG') in relation to Animal Welfare. We believe it is not acceptable for animals to suffer in the name of consumer goods. No animals should be slaughtered or harmed specifically to produce products sold through any of The Very Group websites.

The primary objectives of this Policy are to:

- Outline our position on the use of animal-derived materials
- Define the rules and framework to ensure our products are from ethical sources

Scope

This policy applies to all The Very Group colleagues, own-brand suppliers, branded suppliers, subcontractors and other business partners involved in the sourcing, manufacture and supply of products containing animal-derived materials sold through The Very Group businesses. Suppliers are responsible for ensuring compliance with this policy throughout their supply chains, including farms, producers, processors and raw material suppliers.

The policy governs the sourcing and use of animal-derived materials in products sold through The Very Group websites, including:

- Animal hair (e.g. cashmere, alpaca, mohair)
- Wool
- Feathers and down
- Leather and skins
- Fur
- Bone, horn, shell and teeth

It also covers:

- Animal welfare standards during rearing, transport and slaughter through application of the Five Freedoms.
- Animal testing requirements for cosmetics sold through TVG websites.
- Restrictions on endangered and vulnerable species.

2. Background

Animal-derived materials form part of a number of products sold by The Very Group. The sourcing of these materials can present animal welfare, environmental and reputational risks where robust standards and traceability are not in place. The Very Group is committed to ensuring that animals within our supply chains are treated humanely and that animal-derived materials are sourced responsibly.

This policy outlines our expectations for suppliers and business partners involved in the sourcing, processing and manufacture of products containing animal-derived materials. It aims to drive continuous improvement in animal welfare practices, increase supply chain transparency, and minimise the risk of animal cruelty, unnecessary suffering and unsustainable sourcing throughout our value chain.

3. Definitions

Animal-derived materials
Materials originating from animals, including but not limited to wool, leather, skins, hair, feathers, down, horn, bone, shell and other animal by-products.
Animal welfare
The physical and mental wellbeing of an animal, including its treatment throughout breeding, rearing, transport, handling and slaughter.

Five Freedoms
The internationally recognised animal welfare framework which states that animals should have freedom:

- From hunger and thirst
- From discomfort
- From pain, injury and disease
- To express normal behaviour
- From fear and distress

Supplier
Any own-brand supplier, branded supplier, subcontractor, agent or business partner involved in the sourcing, manufacture or supply of products sold by The Very Group.

4. Key requirements

The Very Group requires suppliers of animal-derived materials to adopt industry best practice in relation to animal rearing, transportation and slaughter, applying the internationally recognised Five Freedoms.

The Very Group expects that:

- Animals used within our supply chains are treated humanely and in accordance with internationally recognised animal welfare principles, including the Five Freedoms.
- Suppliers shall comply with all applicable animal welfare laws and regulations in the countries in which they operate.
- Suppliers shall implement appropriate due diligence processes to identify, assess and address animal welfare risks within their operations and supply chains.
- Animal-derived materials must be sourced responsibly and, where applicable, from traceable supply chains that provide assurance over animal welfare standards.
- Animals must not be subjected to unnecessary pain, suffering, abuse, neglect or cruel treatment at any stage of their lives, including breeding, rearing, handling, transport and slaughter.
- Suppliers shall maintain policies, procedures and management systems to support compliance with this policy and demonstrate continual improvement in animal welfare practices.
- Suppliers must provide transparency regarding the source of animal-derived materials and cooperate with The Very Group's monitoring, verification and due diligence activities.
- The use of materials derived from endangered species, as defined by applicable

international agreements and national legislation, is prohibited.

- Where specific animal welfare risks are identified within a supply chain or material category, suppliers must implement appropriate corrective actions and remediation measures within agreed timeframes.
- Suppliers must ensure that workers involved in animal husbandry, handling, transport and processing receive appropriate training relevant to animal welfare requirements.

5. What does this mean to The Very Group?

The Very Group is committed to promoting high standards of animal welfare across our supply chains and recognises our responsibility to identify, prevent and mitigate animal welfare risks associated with the products we sell.

The Very Group will:

- Integrate animal welfare considerations into relevant sourcing, buying and product development activities.
- Communicate the requirements of this policy to colleagues, suppliers and relevant business partners.
- Conduct risk-based due diligence to identify and assess animal welfare risks within our supply chains.
- Expect suppliers to maintain appropriate systems and controls to manage animal welfare risks and comply with the requirements of this policy.
- Promote the responsible sourcing of animal-derived materials, including the use of recognised certification schemes where appropriate.
- Seek to improve transparency and traceability within supply chains for animal-derived materials.
- Prohibit the sourcing of materials from endangered species and material types specifically restricted by The Very Group.
- Work collaboratively with suppliers to identify, mitigate and remediate animal welfare concerns where these are identified.
- Monitor compliance with this policy through our responsible sourcing programme and supplier engagement activities.

- Review and update our animal welfare approach periodically to reflect emerging risks, industry best practice and stakeholder expectations.
- Reserve the right to investigate allegations of animal welfare breaches within our supply chains and require corrective action where concerns are substantiated.

6. What does this mean for suppliers?

The Very Group expects suppliers to take responsibility for identifying, preventing and addressing animal welfare risks within their operations and supply chains.

Suppliers shall:

- Communicate the requirements of this policy to relevant employees, subcontractors and upstream suppliers involved in the sourcing or production of animal-derived materials.
- Maintain sufficient records and documentation to demonstrate compliance with this policy and provide evidence upon request.
- Cooperate with The Very Group's due diligence, monitoring and assurance activities, including audits, assessments and investigations where required.
- Notify The Very Group of any actual or suspected breaches of this policy, regulatory non-compliance, or significant animal welfare incidents that may impact products supplied to The Very Group.
- Implement timely and effective corrective actions where issues are identified and demonstrate progress against agreed remediation plans.
- Ensure that subcontractors and other business partners engaged in the supply chain operate in accordance with the principles and requirements set out in this policy.

If the Supplier is found in breach of this Policy, then The Very Group reserves the right to suspend the relationship until these issues are rectified. If suitable progress is not made in remediating issues found, then The Very Group may cease our trading relationship with the supplier indefinitely.

Appendix A: Examples of specific material requirements

Material	Requirements
Animal hair	Angora and other rabbit hair must not be used in products sold through any of our websites Mohair must not be used in products sold through any of our websites unless certified by Responsible Mohair Standard (RMS) Alpaca and Cashmere must only be sourced from certified producers. For example, Responsible Alpaca Standard (RAS) Responsible Mohair Standard (RMS), The Good Cashmere Standard or equivalent
Fur	The Very Group does not permit the use of real fur in products sold through its business
Wool	Sheep and lamb wool must be sourced from producers that demonstrate good animal husbandry practices Wool must not be sourced from farmers who practice mulesing The Very Group encourages all suppliers to source wool from certified producers. For example, Responsible Wool Standard (RWS) or similar
Feathers & Down	Must only be purchased from licensed organisations with certification. As a minimum standard, we expect all our feather and down suppliers to comply with an industry recognised standard such as Responsible Down Standard (RDS) or similar. Ducks or geese force fed for the production of Foie Gras are prohibited.

	We will only use feathers and down sourced as a by-product of recognised food production systems; therefore, exotic bird feathers must not be used. The use of the following feathers and down is banned (N.B. this list is for clarification only and is not exhaustive) peacock, marabou, parrot, ostrich and emu.
Leathers & Skin	Only cow, buffalo, sheep, goat or pig leather or skin, sourced as a by-product of the meat industry and from producers with good animal husbandry can be used in products sold through any of our websites. Leather or skin must not be obtained from aborted or unborn animals, including slink and Karakul Leather or skin must not be obtained from animals kept in confinement systems i.e., in veal or sow crates. Leather or skin must not be obtained from wild-caught animals, exotic animals, or vulnerable and endangered species.
Bone, horn, shell (including mother of pearl) and teeth	Bone, horn, shell (including mother of pearl) and teeth must not be used in products sold through any of our websites.