

Animal
Welfare
Policy

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A.1 Introduction

C&A is committed to protect animal welfare throughout its supply chain. Further, C&A aims to reduce the reliance on virgin materials and replace by bio-derived alternatives, increase traceability of materials and ban materials where minimum requirements cannot be met.

This policy is complementary to the C&A Code of Conduct, Supplier Quality Manual and the Sustainable Product Manual as well as other standards which set the baseline for product safety, environmental and social compliance.

It is the responsibility of C&A as well as the Suppliers to ensure compliance to this policy, and provide evidence in line with the expectations outlined in the C&A Code of Conduct and Sustainable Products Manual.

B.1 Scope

This policy is applicable to all products sold by C&A that contain any animal derived materials. The scope includes materials used in main fabrics, lining or padding, trims and componentry.

C.1 Policy Statement

C.1.1 Principles

- ***C&A does not permit animals to be slaughtered solely for the purpose of fashion.*** We believe that killing animals solely for the purposes of fashion products is unnecessary.
- ***C&A is against the sale of products made from wild animals.*** This includes materials derived from wild-caught animals and wild animals reared in farming environments, particularly those species classes as vulnerable or endangered, which appear on either the International Union for the Conservation of Nature (IUCN) or the Convention of International Trade in Endangered Species (CITES) checklists.
- ***C&A is committed to promote good animal welfare throughout its supply chains.*** We encourage all supply chain partners to establish and implement in addition to the C&A Animal Welfare Policy their own Animal Welfare policies, which adopt the Five Domains Model to assess and encapsulate both the physical and mental state of animals.
- ***C&A is committed to increase traceability and transparency across our supply chain and the industry as a whole.*** We acknowledge that progress in implementing our Animal Welfare Policy can only be achieved where supply chain partners have systems in place to trace back to the source of primary production within their supply chains.
- ***C&A is committed to increase the amount of certified materials, including those from animal-derived sources.*** We are committed to leading by example; C&A has been part of the Fur Free Retailer program since 2016 and stopped sourcing leather from 2024 onwards. We expect our supply chain partners to follow by implementing robust certification systems. We also encourage the increased use of recycled materials and support innovation such as of plant-based alternatives to animal-derived products as part of Fashion for Good.

C.1.2 Prohibited Sources

The following materials do not comply with C&A principles for animal welfare or are of insufficient quantity in the C&A material mix to implement sufficient diligence controls and therefore ***their use is prohibited*** in C&A products:

- Material from a wild animal or wild animals reared in farming environments
- Material derived from animal species classed as vulnerable or endangered, defined as those which appear on the Convention on International Trade in Endangered Species (CITES) (www.cites.org/) or the IUCN red list as Critically Endangered, Endangered or Vulnerable (www.redlist.org/)
- No animal must be slaughtered specifically to produce any C&A product

Fur	<ul style="list-style-type: none"> • Real Fur: this includes farmed fur (e.g. fox, sable, mink, chinchilla, rabbit). C&A is a member of the Fur Free Retailer Program since 2016
Leather	<ul style="list-style-type: none"> • All leather: this includes full grain, top-grain, genuine and bonded leather (e.g. bovine, goatskin, sheepskin, calf leather, pigskin)
Animal Fibre & Hair	<ul style="list-style-type: none"> • Angora fibre • Mohair fibre • Yak fibre • Hair from animals including but not limited to raccoon, fox, squirrel, or camel
Others	<ul style="list-style-type: none"> • All virgin feather and down from domesticated as well as from exotic or wild birds (e.g. geese, ducks ostrich) • Animal derived bone or horn • Coral • Shell (Mother of Pearl)

C.1.3 Sourcing Standards

C&A permits the use of cashmere, wool, alpaca, and silk in its products only when the below standard sourcing requirements are met. In this document you can find the different standards set by C&A regarding animal welfare by specific material groups:

Cashmere	<ul style="list-style-type: none"> • C&A has been a member of the Sustainable Fibre Alliance since 2018, actively supporting their objectives to minimize the environmental impact of cashmere, safeguard livelihoods and ensure high animal welfare standards. • C&A is committed to source 100% of virgin cashmere from SFA certified farms by 2025 • C&A is committed to reduce its use of virgin cashmere through the use of recycled cashmere. Recycled cashmere must be certified to the Recycled Content Standard or the Global Recycled Standard, up to and including garment manufacturer
Wool	<ul style="list-style-type: none"> • C&A does not accept the use of mulesing to obtain wool. It is supplier responsibility to provide evidence of wool origin and mulesing status • C&A is committed to increase the sourcing of RWS certified wool
Others	<ul style="list-style-type: none"> • C&A accepts the use of recycled down certified to RCS, GRS • C&A is promoting the use of the Responsible Alpaca Standard • C&A is promoting the use of non-violence silk

D.1 Policy Owner & Audience

The Sustainability Department owns this policy. Within the Sustainability Department, responsibility lies with the Head of Sustainability. The audience for the policy within C&A includes the Sustainability Department, Sourcing, Design and Merchandising Department. Outside C&A, the policy is directed towards all our supply chain partners.

E.1 Implementation Procedures

This policy has been developed in close communication with animal welfare groups. It has been communicated internally to designers, product developers, quality as well as merchandisers and sourcing colleagues and will be effective by July 2025 allowing for a one-year transition period.

Certified materials shall follow the defined chain of custody process specified in C&A's Sustainable Product Manual. All requirements and processes are listed here.

E.1.2 Roles and Responsibilities

This policy will be reviewed and updated periodically by C&A Product Sustainability Department. Additionally, the Department is exploring alternatives in close collaboration with the sourcing, quality and design team to reduce the reliance of virgin materials and to increase the traceability of raw materials until garment manufacturing.

For all standard procedure such as the compliance with 3rd party standards, reference is made to the Sustainable Product Manual.