

## ZEEMAN MATERIAL & ANIMAL WELFARE POLICY

### Introduction

At Zeeman, we are committed to source our materials in an ethical, responsible and transparent way. We recognize that producing fibres and other raw materials requires a lot of (non) renewable resources such as water, energy and chemicals. This can have a major effect impact on people and the environment.

By working closely with our agents and suppliers and expert organizations, and by making conscious decisions in our product designs and purchase decisions, we aim to source more sustainable materials to reduce our carbon, water and waste footprint but also to limit chemical and pesticide usage, prevent deforestation and protect fresh water and biodiversity. We also strive to ensure that all articles are produced without harm or cruelty caused to animals at any stage of the production process.

This policy outlines our general standpoint and principles, our sustainable material ambitions, the preferred sustainable material alternatives for conventional materials, our animal welfare principles and our prohibited materials. It covers mainly raw material production and expectations when sourcing sustainable materials. It also includes some material-specific requirements to ensure due diligence on supplier level are addressed.

This document is valid for all Zeeman products and applicable to all suppliers, including subcontractors.

### Ambitions

- 90% more sustainable cotton by 2023

2019	2020	2021	2022	2023
24%	42%	55%	70%	90%

- 70% preferred sustainable materials by 2023

2019	2020	2021	2022	2023
unknown	29%	36%	50%	70%

- 15% preferred recycled materials by 2023

2019	2020	2021	2022	2023
unknown	3%	3%	10%	15%

### Animal welfare principles

Zeeman prefers its Business partners to use natural or synthetic alternative materials that do not have an animal origin as substitute for animal derived materials. In case any animal derived material is still being used, all Business partners must ensure that it is produced as a by-product of slaughter and that it adheres to the five underlying values of animal welfare as indicated by the five freedoms of Farm Animal Welfare Committee (FAWC, 1993), which state that animals must be:

- free from thirst, hunger and incorrect feeding;
- free from physical and thermal discomfort;
- free from pain, injury or disease;
- free from fear and chronic distress; and
- free to express their natural behaviour.

## Sustainable materials

For our sustainable materials we require the use of credible third-party certification schemes or standards. The table below shows the accepted certifications, standard or initiatives for sustainable materials.

Our most preferred materials are

- 1) recycled content and
- 2) organic content

Cotton	<ul style="list-style-type: none"> <li>• Recycled Cotton (<a href="#">GRS</a>, RCS)</li> <li>• Organic Cotton (<a href="#">GOTS</a>, <a href="#">OCS</a>)</li> <li>• In-conversion cotton (GOTS, OCS)</li> <li>• <a href="#">Better Cotton</a></li> <li>• (Organic) Linen and Hemp</li> </ul>
Wood, paper, carton and wood-derived fibers	<ul style="list-style-type: none"> <li>• <a href="#">FSC</a> Forest Stewardship Council</li> <li>• <a href="#">PEFC</a> Programme Endorsement of Forest Certification</li> <li>• Tencel® (<a href="#">Lenzing</a>)</li> <li>• Modal® (Lenzing)</li> <li>• Recycled content eg. Refibra</li> <li>• Ecovero™ (Lenzing)</li> </ul>
Synthetics (polyester, nylon, elastane)	<ul style="list-style-type: none"> <li>• Recycled (GRS, RCS, SCS)</li> <li>• Biobased Polyester or elastane</li> </ul>
Wool	<ul style="list-style-type: none"> <li>• Responsible Wool (<a href="#">RWS</a>)</li> <li>• Recycled wool (GRS, RCS, SCS)</li> </ul>

In addition, Zeeman does not accept:

- Any raw materials from endangered species or exotic animals as defined by CITES<sup>1</sup> and the IUCN<sup>2</sup>.
- Angora or any other hair from animals reared in cages for their hair or fur
- Down and/or feathers from live-plucked birds and from force fed birds
- Fur<sup>3</sup>
- Silk
- Leather
- Cotton from Uzbekistan, Turkmenistan or the Xinjiang region in China.
- Wood-based and/or wood-derived products from illegally logged sources, ancient and endangered forests, or from any endangered species as listed in the IUCN Red List as critically endangered, endangered or vulnerable.

<sup>1</sup> CITES (Convention on International Trade in Endangered Species) - <https://checklist.cites.org/#/en>

<sup>2</sup> IUCN (International Union for Conservation of Nature) Red list of Critically endangered; Endangered; or Vulnerable listed species - <https://www.iucnredlist.org/>

<sup>3</sup> Zeeman is a signatory of the 'Fur Free Pledge' (Stichting Bont voor Dieren)