

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 impact on people, the environment and animals.

We aim to source more sustainable materials to reduce our carbon, water and waste footprint. Through the sourcing of more sustainable materials we reduce the use of chemicals, fertilizers and pesticides and protect fresh water and biodiversity.

We believe we cannot do this alone and only through working closely with our agents and suppliers and expert organizations. Also within Zeeman as buyers, designers and stylists we recognize the impact of our product designs and purchase decisions and strive to reduce our impact on the people, the environment and animals with better designs.

With regards to animals and animal derived materials (ADM's); all Zeeman textile goods should be produced free of harm or cruelty for animals. In all the stages of the production process. Over the past five years we have phased out the use of leather. We currently limit the use of animal derived materials to wool.

This policy outlines:

- Zeeman's general standpoint and principles;
- The animal welfare principles we adhere;
- Our sustainable material ambitions;
- The preferred sustainable material alternatives for conventional materials;
- 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.

Scope

This document is valid for all Zeeman textile products and applicable to all supply chain partners involved in the procurement, sourcing and manufacture of all products produced for Zeeman (including but not limited to hides, fabrics, insulation, trims and accessories). This includes agents, traders, importers, suppliers and subcontractors. We encourage our supply chain partners to use this policy for materials beyond those sourced for Zeeman.

Animal welfare policy

We believe in treating animals with care and respect. Zeeman prefers its supply chain partners to use natural or synthetic alternative materials that do not have an animal origin, as substitute for animal derived materials.

In cases where we use animal derived materials in our products, we are committed to ensuring the animal's ethical treatment. Supply chain partners must ensure that animal derived materials are produced as a by-product of slaughter and we use the Five Freedoms (Farm Animal Welfare Committee (FAWC, 1993) as our guiding principles for animal welfare:

1. Freedom from Hunger and Thirst - *by ready access to fresh water and a diet to maintain full health and vigour.*
2. Freedom from Discomfort - *by providing an appropriate environment including shelter and a comfortable resting area.*
3. Freedom from Pain, Injury or Disease - *by prevention or rapid diagnosis and treatment.*
4. Freedom to Express Normal Behaviour - *by providing sufficient space, proper facilities and company of the animal's own kind.*
5. Freedom from Fear and Distress - *by ensuring conditions and treatment which avoid mental suffering.*

Zeeman's CSR team will conduct an annual review of the material & animal welfare policy including a inventory of ADM's (via the Zeeman Material Template). Identified non-conformity will lead to Supplier and Purchasing team education and an action plan to address outstanding issues. Repeated violations may lead to termination of the partnership with supplier following our responsible exit strategy.

Ambitions

Over the last years the % of more sustainable materials in the total assortment of Zeeman has grown. We believe we owe it to our customers, ourselves, the makers and the planet to choose materials more responsibly. We have set our goal for 2027 for all materials used to be 90% of a more sustainable kind (in comparison to the conventional material).

- 90% more sustainable cotton by 2023

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

- 70% preferred more sustainable materials (including ADM's) by 2023

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

- 15% preferred materials with recycled fibers by 2023

2019	2020	2021	2022	2023
unknown	3%	3,5%	10%	15%

Design practices

It is estimated that over 80% of all product-related environmental impacts are determined during the design phase of a product. At Zeeman, our aim is to reduce the environmental impact of our products. Therefore, we train our buyers and designer in responsible design practices, since both have an active role in determining the end design of a product. With responsible design practices we mean for example designing timeless items that are not trend sensitive and avoid fast fashion. To design for durability and design for recycling.

The collaboration with our suppliers is key to achieve this. We have made an overview of raw materials and their level of sustainability. Option A (best) are the preferred materials, such as fabrics with organic content and recycled content.

	Option A (best)	Option B (better)	Option C (conventional)
TEXTILES			
Natural	<ul style="list-style-type: none"> - Recycled cotton (GRS, RCS) - GOTS organic cotton (GOTS); - Organic cotton (OCS) - Recycled wool (RCS); - Organic Linen/Hemp 	<ul style="list-style-type: none"> - Better Cotton; - Linen; - Jute; - Vegan leather; - Responsible wool 	<ul style="list-style-type: none"> - Cotton; - Leather; - Wool
Man-made	<ul style="list-style-type: none"> - Lyocell/Tencel; - Recycled content (e.g. Refibra) 	<ul style="list-style-type: none"> - Modal Lenzing - Viscose Lenzing - Viscose ecovero/Liva Eco 	<ul style="list-style-type: none"> - Bamboo; - Modal; - Viscose

Synthetic	- Post-consumer textile waste – recycled polyester; - Biobased Polyester or elastane; - Acryl recycled; - Econyl®	- Recycled PET; - Acryl polyana; - Polyamide recycled	- Acryl; - Elastane/Lycra; - Lurex/Metallic yarn - Nylon; - Polypropylene; - Polyamide; - Polyester; - Polyurethaan; - Polyethylene; - Vinyl
NON-TEX			
Toys	- Cane sugar; - FSC certified wood; - Recycled materials	- Felt; - Natural rubber	- Plastic;
Home	- Biobased materials; - Recycled materials (glass, plastic etc.)	- Glass;	- Plastic; - RVS
FCM	- Biobased materials (check with Quality team for physical requirements); - Recycled materials	- Glass;	- Plastic; - Single use items; - Synthetic materials

Certificates

When we buy a sustainable material, we want to be able to verify that the sustainable raw materials are in final product. Also to be able to communicate on our products about sustainable materials, we must be able to prove this. For our sustainable materials we require the use of credible third-party certification schemes or standards. Every sustainable material must be certified by the appropriate initiative. The table below shows the accepted certifications, standard or initiatives for sustainable materials.

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

Wool	<ul style="list-style-type: none">• Responsible Wool (Responsible Wool Standard RWS)• Recycled wool (GRS, RCS, SCS)
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In addition, Zeeman does not accept:

- Any raw materials from endangered species or exotic animals as defined by CITES¹ and the IUCN².
- Angora or any other hair from animals reared in cages for their hair or fur
- Angora rabbit wool – wool derived from the Angora rabbit
- Down and/or feathers from live-plucked birds and from force fed birds
- Fur³
- 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.

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

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

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