

THE ICONIC is actively working to mitigate and manage any negative animal welfare impact that may be associated with the production of its products. We want to work with Suppliers who recognise that they too have a responsibility in this endeavour and this Animal Welfare Policy sets out our minimum requirements in this context.

We expect Suppliers and their subcontractors to be committed to complying with all local and national laws and regulations of the jurisdictions in which they operate and manufacture related to animal welfare. Where the laws or regulations are silent or set out a lower standard than is articulated here, the standards detailed in this Animal Welfare Policy shall prevail.

Applicability:

The standards outlined in this Animal Welfare Policy are applicable to all Suppliers of any products to THE ICONIC including:

1. Suppliers to our private label brands, including their manufacturing subcontractors, inputs and raw materials suppliers; and
2. Third party brands supplying to THE ICONIC, including those trading through Marketplace and via a distribution agent.

Where there are additional expectations of private label suppliers, this is explicitly set out below.

Standards:

Suppliers Must Ensure Good Animal Husbandry

THE ICONIC expects that whenever animal materials are used in our private label products or in third party brand products sold on our websites that animal husbandry practices for rearing, transportation and slaughter are in line with the Five Freedoms of the UK's Farm Animal Welfare Committee, which have been widely adopted around the world. These include:

1. Freedom from hunger and thirst;
2. Freedom from discomfort;
3. Freedom from pain, injury and disease;
4. Freedom to express normal behaviour; and
5. Freedom from fear and distress.

Best efforts should also be made to ensure animal materials are by-products of other industries.

Suppliers Must Not Use Banned Materials

The use of the following materials is prohibited for all products:

- Vulnerable or endangered species appearing on either the International Union for the Conservation of Nature (IUCN) or the Convention of International Trade in Endangered Species (CITES) lists and exotic skins such as snake, alligator, crocodile and lizard are not used in any products sold on THE ICONIC
- Real fur or pelts, including Karakul lambskin pelts from aborted or newborn lambs
- Angora (including wool blends that contain angora) and other rabbit hair

In addition, for private label products, the use of feathers and down is prohibited.

Suppliers Must Not Employ Banned Processes

The use of the following processes is prohibited for all products:

- Unnatural abortions
- Live skinning
- Live plucking
- Mulesing
- Confinement of animals in veal or sow crates
- Animal testing on cosmetics

IMPLEMENTATION OF THIS POLICY

Suppliers agree that representatives of THE ICONIC, its affiliates or subsidiaries or an organisation nominated by THE ICONIC can inspect the Supplier's or its subcontractors' production facilities, or request documentation to implement and monitor standards specified in this Animal Welfare Policy. Such inspections may take place on an unannounced basis whereby the inspectors should be granted immediate access to the facilities and related records.