



CREW CLOTHING COMPANY

ANIMAL DERIVED MATERIAL POLICY

INTRODUCTION

Crew Clothing Company firmly believes it is not acceptable for animals to suffer in the name of fashion. Where possible, we are switching to and supporting the development of more ethical and sustainable materials. When selecting which natural or synthetic materials to use we take into account a range of criteria, including environmental, quality, social and animal welfare. We are committed to advancing animal welfare standards and improving transparency in the supply chains where we do source animal derived materials from.

POLICY SCOPE

All Crew Clothing Company suppliers, and their supply networks are required to comply with this Policy.

KEY PRINCIPLES

Animal derived materials must:

- Be a by-product of the meat industry and must not come from animals slaughtered specifically to produce fashion products.
- Come from animals reared, transported and slaughtered under industry best practice standards, based on the [Five Freedoms](#):
 - 1) Freedom from hunger and thirst
 - 2) Freedom from discomfort
 - 3) Freedom from pain, injury and disease
 - 4) Freedom to express normal behaviour
 - 5) Freedom from fear and distress
- Not come from vulnerable, endangered, exotic or wild caught species.
- Undergo fibre composition testing to ensure prohibited materials are not being used.
- Undergo supplier and Crew Clothing Company due diligence checks to ensure they comply with this Policy.
- Be clearly labelled with the material type on the product care label and description

PROHIBITED ANIMAL DERIVED MATERIALS

The following animal materials must not be used in products sold through any of Crew Clothing Company's retail channels.

VULNERABLE AND ENDANGERED SPECIES

- Species appearing on either the International Union for the Conservation of Nature (IUCN) or the Convention of International Trade in Endangered Species (CITES) lists.
- FUR - Real fur including Mongolian lambs fur and Karakul lambskin pelts from aborted or new born lambs
- ANGORA & OTHER RABBIT HAIR
- MOHAIR
- SILK
- BONE, HORN, SHELL (including MOTHER OF PEARL) & TEETH
- ALPACA HAIR

PERMITTED ANIMAL DERIVED MATERIALS

The following animal materials can be used in products sold through any of Crew Clothing Company's retail channels, with some exceptions:

LEATHER & 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.
- Leather or skin with hair or wool on are accepted from the above species only, including shearling/sheepskin.
- Leather or skin must not be obtained from aborted animals i.e. slink and karakul, while the animal is still alive.
- Leather or skin must not be obtained from juvenile animals i.e. calves or lambs.
- 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.

FEATHER & DOWN

- No animal must be slaughtered specifically to produce any Crew Clothing Company Feather or Down product, this should be sourced as a by-product of the meat industry and from producers with good animal husbandry can be used.
- Feather and Down must not be obtained from the live plucking of birds
- Crew Clothing Company prohibits the use of any feather and down material that has come from birds who have been reared for the Foie Gras industry
- Feather and Down must not be obtained from birds subjected to Force Feeding
- As a minimum standard, all Crew Clothing Company feather and down suppliers must be certified to either the IDFL Down Standard (IDS), the Responsible Down Standard (RDS) with or the Traceable Down Standard (TDS)
- Feather and down must be verified through the standard's own verification system
- The scope of the Crew Clothing Company Feather and down policy begins from and includes the raising farm(s). Raising Farms are defined as farms where birds live in preparation for meat production

WOOL

- Sheep and lamb wool must be sourced from producers with good animal husbandry.
- Merino wool must not be sourced from farmers who practice mulesing
- Crew Clothing Company encourages all suppliers to source wool from Responsible Wool Standard (RWS) certified farmers and mills.

CASHMERE

- Cashmere must be sourced from producers with good animal husbandry.
- Crew Clothing Company encourages all suppliers to source cashmere from the Sustainable Fibre Alliance (SFA) certified farmers and mills.

OTHER ANIMAL HAIR

- Only cow, buffalo, yak, horse, and goat from producers with good animal husbandry can be used in products.
- Hair must not be obtained from vulnerable or endangered species.
- Hair must not be harvested by live plucking.
- Synthetic alternatives must be clearly labelled as synthetic

ADDITIONAL POLICY POINTS

ANIMAL IMAGERY

- Animal imagery or materials featured on products sold through any of Crew Clothing Company retail channels or used for marketing, production and communication purposes must be sensitive to animal welfare issues, such as the depiction of animals in captivity, and must comply with Crew Clothing Company's Animal Derived Material Policy.
- Animals and animal derived materials which are prohibited in this Policy must not be used for marketing, production and communication purposes.

SUPPLY NETWORK RESPONSIBILITIES

Crew Clothing Company requires all suppliers and Brands to:

- Share this Policy with their sourcing teams and their supply network.
- Request the name of the species of animal used in our products (both common and scientific name) and the country of origin of where the animal was reared from the material supplier and share this information with Crew Clothing Company.
- Test materials for fibre composition and submit third-party lab test report to the Crew Clothing Company Technical team prior to product shipment.
- Clearly label the type of animal derived material on the product care label and description
- Include the term faux on the product care label and description of products containing synthetic animal materials.
- Visually check all products to ensure they comply with this Policy prior to shipment.
- Be aware that Crew Clothing Company conducts visual product spot checks and third-party lab testing on any materials thought to be prohibited. Products contravening this Policy will be removed from sale immediately and returned to the supplier at the supplier's cost.
- Review Crew Clothing Company Animal Derived Material Policy Guidelines for further guidance on Policy implementation and steps they can take to improve animal welfare in their supply network.
- Discuss any concerns with Crew Clothing Company Technical team