

Introduction

We are committed to upholding standards for a happy and healthy animal life. We have this policy to ensure that standards are realized. We combine the key points and reasoning of the internationally recognized Responsible Wool Standard (RWS) and other Standards from Textile Exchange. We find RWS and other standards to be thorough and holistic from animal care to land management.

We expect our suppliers to have RWS certification. We expect suppliers to provide us with the appropriate scope certificate and transaction certificates to ensure chain of custody.

Our scope

This policy applies to animal-derived materials used in Picture products and to relevant actors in the supply chain, including farms and, where applicable, intermediaries. While our current use of animal fibers is limited to sheep wool, this policy will be reviewed and adapted if additional animal-derived materials are introduced.

This policy is applicable and enforced by the relevant teams at Picture as well as our sourcing agents.

Our main principles

The animals that are used for Picture products must live a life according to the following five freedoms:

- freedom from hunger, thirst and malnutrition
- absence of fear and distress
- absence of physical and/or thermal stress
- freedom from pain, injury and disease
- freedom of expression of normal behavior of one's species

Our annex is more detailed in how these can be accomplished.

Our indicators

To monitor our treatment of animal welfare, we will monitor and realize the following indicator:

100% of animal-derived materials will be sourced from certified responsible animal welfare standards (e.g., Responsible Wool Standard, Responsible Down Standard) by 2030.

Accountability

If animal welfare concerns or non-compliances are identified whether through audits, certifications, supplier disclosures, or other credible sources, we expect suppliers to take timely

corrective action. We expect Picture to provide appropriate and reasonable support if they are causing or directly contributing to any non-compliances.

We work with our suppliers to understand the root cause of issues and to define and implement corrective action plans within a reasonable timeframe. Progress is monitored until the issue is resolved. This monitoring is performed by the sustainability team. Relevant other teams and sourcing agents will be kept updated accordingly.

In cases of severe or repeated non-compliance, or where suppliers are unwilling or unable to remediate identified issues, we reserve the right to suspend or terminate the business relationship.

We encourage suppliers, workers, and other relevant stakeholders to raise concerns related to animal welfare without fear of retaliation. Concerns can be raised through existing supplier communication channels or other appropriate reporting mechanisms and will be reviewed in a fair and timely manner.

This policy is managed by the sustainability team. It is reviewed annually to ensure ongoing alignment with recognized standards, regulatory expectations, and our commitments as a B Corp. While it is managed by the sustainability team, senior leadership (COPI) have reviewed and signed up on this policy. This process will be repeated for any further editions.

The annex section

This annex is built on Responsible Wool Standard V2.2.

Desired outcome: Access to sufficient feed and water suited to the animals' age and needs to maintain normal health and to prevent prolonged hunger, thirst, malnutrition or dehydration.

Desired outcome: Animals are kept in an environment that provides the conditions and facilities needed for health, safety, comfort, and normal behavior.

Desired outcome: Animals are managed in a way that promotes good health and prevents disease. Sick or injured animals are treated. Husbandry operations are carried in a way that minimizes pain and distress.

Desired outcome: Good human-animal relationships are in place and animals are handled and transported around the farm and off the farm in a way that protects welfare.

Desired outcome: Farmers have a clear strategy and set of protocols to safeguard the welfare of their animals, and to demonstrate compliance to the relevant RWS.

Desired outcome: Farmers have an understanding of what will impact the health of their soil, and have a strategy to mitigate damage and improve soil health.

Desired outcome: Farmers use the minimum amount of inputs to meet the nutritional needs of their land to maintain their carrying capacity

Desired outcome: Farmers use the minimum amount of pesticides to achieve adequate control of pest burden on their farm.

Desired outcome: The farmer demonstrates good practices with regard to fair hiring, which is free of discrimination and intimidation and directly combats risk factors for forced labor.

Desired outcome: Children are protected from exploitation, not engaged in dangerous work, and able to participate fully in formal education. Children are able to safely learn farming from their family members by engaging in age appropriate activities outside of school hours and lessons.

Desired outcome: Workers work in a respectful environment, free from all forms of discrimination, harassment and abuse. Workers are enabled to speak out and have their concerns addressed in a clear, timely, and courteous manner.

Desired outcome: All workers are free to organize and collectively bargain without interference or penalty from farm management.

Desired outcome: Workers receive payment in a transparent and consistent manner that is non-discriminatory and provides for appropriate rest and leave for the worker

Desired outcome: Farm activities respect the rights of and have minimal negative impact on communities.

Desired outcome: Workers work in facilities and environments that are safe and healthy.