

# Materials Policy

## Our Commitment

At On, our mission to ignite the human spirit through movement includes a deep respect for the planet and its inhabitants. The purpose of this Materials Policy is to set out our commitment to responsible use of materials in On products and to guide the conduct of On and our suppliers. This Policy is an extension of our Supplier Code of Conduct. Failure to adhere to these terms constitutes a breach of the [Supplier Code of Conduct](#) and may result in corrective action or termination of the business relationship.

This Policy includes our commitments regarding:

1. Natural and synthetic materials
2. Animal-derived materials
3. Chemicals in materials

### 1. Natural and Synthetic Materials

**Biomaterials:** Biomaterials and those materials made wholly or partly from bio-based or renewable sources (where feedstocks come from biomass rather than fossil-based feedstocks) must hold certifications such as ISCC PLUS, RSB, or RedCert for physical segregation or mass balance systems. For bio-based materials which use a physical segregation system, additional lab testing in line with ASTM-D6866 is also required.

**Circular carbon materials:** Materials derived from carbon capture and utilization (CCU) technologies must hold certifications such as ISCC PLUS, RSB, or RedCert for physical segregation or mass balance systems.

**Cotton:** On is committed to the below standards for cotton:

- **Organic cotton:** Organic cotton for raw materials must be certified to the Global Organic Textile Standard (GOTS) or the Organic Content Standard (OCS), and the OCS for finished products.
- **Recycled cotton:** Recycled cotton must be certified to the Recycled Claim Standard (RCS) or the Global Recycled Standard (GRS).
- **US Cotton Trust Protocol (USCTP) cotton:** All US cotton must be enrolled in, and verified by, the USCTP.
- **Supima cotton:** Cotton claimed as Supima must be 100% American Pima cotton sourced from a Supima-licensed supplier and verifiable through the Supima organization.

**Recycled polyester and polyamides:** We are committed to sourcing recycled polyester and polyamides which meet the GRS or the RCS.

## 2. Animal-derived Materials

We are committed to sourcing animal-derived materials responsibly through industry-recognized certification schemes. Our approach to animal welfare is based on internationally-recognized standards and principles, including that animals have:

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

(The Five Freedoms<sup>1</sup>).

### Prohibited Materials and Practices

The following materials in, or sourcing practices for, On products are prohibited:

- Any raw materials from endangered or threatened species, as per the International Union for Conservation of Nature (IUCN) Red List of Threatened Species.
- Real animal fur, including fur from fox, mink and rabbit (including Angora wool, fibers and fabrics).
- Down or feathers from live-plucked or force-fed birds.
- Materials derived from mulesing on sheep.
- Exotic skins, including that of crocodiles, alligators, snakes, kangaroos, and fish.

### Permitted Materials and Required Standards

The following minimum standards apply when sourcing permitted animal-derived materials:

**Leather:** Leather must be a by-product of the meat industry and sourced only from permitted species, such as cow, sheep, goat, and pig. All tanneries in On's supply chain processing leather for On products must be certified by the Leather Working Group (LWG) and hold a Gold certification, except that up to 10% of the leather procured by On (as calculated by weight) may be sourced from tanneries that hold a Silver certification. On is committed to sourcing leather that is traceable to farm region level and is actively working with supply chain partners to bridge traceability gaps. Suppliers sign a Responsible Leather Declaration, including a commitment to avoid sourcing hides from regions linked to deforestation. Where indirect or mixed sourcing occurs, suppliers shall inform On and On shall take corrective measures.

**Wool:** Wool must come from non-mulesed or ceased-mulesed sheep. All virgin wool must be certified to the Responsible Wool Standard (RWS). All recycled wool must meet the GRS or RCS.

**Down and feathers:** Virgin down and virgin feathers must be certified to the Responsible Down Standard (RDS). All recycled down and feathers must meet the GRS or RCS.

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1. The Five Freedoms were developed by the United Kingdom's Farm Animal Welfare Council (FAWC) in 1979, originating from the 1965 Brambell Report on animal welfare.

### 3. Chemicals in Materials

On has implemented the On Product RSL Procedure for the Testing and Control of Harmful Substances in Products (“**RSL Procedure**”). This procedure is built on the following principles:

Industry best practices: On has adopted the [AFIRM Restricted Substances List](#) as our approach to chemical management in products and packaging. The AFIRM Group’s mission is to reduce the use and impact of harmful substances in the apparel and footwear supply chains.

Supplier engagement and testing: Suppliers are required to sign and confirm compliance with the RSL Procedure. To monitor and control compliance with our standards, the RSL Procedure sets forth material testing requirements.

Continuous improvement: On consults with material suppliers, scientific organizations, governmental authorities and other stakeholder groups to determine and evaluate the environmental and health risks of new materials, technologies, and products before their usage. We review and update our RSL Procedure on an annual basis.

#### Transparency and Supplier Expectations

Compliance with this Policy is a condition of our business relationship with our suppliers. Suppliers are responsible for ensuring and demonstrating that this Policy is upheld within their own operations and their upstream supply chains. Suppliers must maintain robust management systems and documentation to trace materials back to their source and prove adherence to these standards. On reserves the right to verify compliance through third-party or internal audits.

#### Governance

On is committed to reviewing and updating this Policy to reflect current science, industry best practices, and stakeholder feedback periodically. The On Sourcing Team and Sustainability Team are responsible for ensuring our suppliers are compliant with this Policy.

Any stakeholder, including supplier employees, who believes this Policy is being violated is encouraged to report their concern through the [Speak Up platform](#). On has a strict no-retaliation policy for anyone who raises a concern in good faith.

On provides a copy of this Policy to all suppliers. To view our most up-to-date policies, please visit our governance document section, which can be found on our website using the following [link](#).