

ANIMAL WELFARE POLICY

Purpose

This Policy describes Eurosko Gruppen AS' commitment to responsible sourcing and the welfare of animals used in the production of materials and products sold by the Group.

We recognize animals as sentient beings and believe that good animal welfare should go hand in hand with responsible business practices. We are committed to sourcing animal-derived materials responsibly and to reducing the risk of unnecessary pain, suffering, distress or inhumane treatment throughout the value chain.

Scope

This Policy applies to all suppliers, subcontractors and business partners providing animal-derived materials, components or finished products to Eurosko Gruppen AS.

The Policy covers, but is not limited to:

- Leather and hides
- Wool and animal fibres
- Down and feathers
- Fur and hair-on hides
- Other animal-derived materials used in products sold by Eurosko Gruppen AS

General Animal Welfare Principles

Animals used in the production of materials supplied to Eurosko Gruppen AS shall be treated humanely and responsibly throughout their lives.

This includes:

- Housing and daily management
- Feeding and access to water
- Veterinary care
- Breeding practices
- Handling and transport
- Slaughter and processing

Suppliers shall comply with applicable legislation and internationally recognised animal welfare principles, including guidance issued by the World Organisation for Animal Health (WOAH).

Eurosko Gruppen AS expects suppliers to work towards ensuring that animals are free from:

- Hunger and thirst
- Pain, injury and disease
- Physical discomfort
- Fear and distress
- Unnecessary restrictions that prevent normal behaviour patterns.

Leather and Animal Skins

All leather and animal skins must be obtained only after the animal has been slaughtered.

The following practices are strictly prohibited:

- Live skinning
- Live boiling
- Skins from aborted animals
- Skins from newborn lambs, including karakul
- Any practice involving unnecessary suffering

Animal skins sourced from the Amazon Biome are not accepted.

Suppliers of leather and skins must comply with Eurosko Gruppen AS Restricted Substance List (RSL).

Animal-derived materials shall originate from suppliers that can demonstrate compliance with recognised animal welfare principles and good husbandry practices.

Leather Products

Leather products and hair-on hides shall be sourced from utility animals such as cattle, sheep, goats, buffalo or pigs, where the skin is a by-product of food production.

Eurosko Gruppen AS does not permit the use of:

- Dog skin
- Cat skin
- Reptile skin
- Exotic animal skins
- Materials from endangered or protected species

Fur

Eurosko Gruppen AS does not use fur from animals bred, raised or trapped primarily for fur production.

This prohibition includes, but is not limited to:

- Mink
- Fox
- Chinchilla
- Similar fur-bearing animals

Hair-on cattle hides and sheepskins that are by-products of the food industry are not considered fur under this Policy.

Seal Products

Where seal-derived materials are used, they must:

- Originate from legally regulated hunting.
- Come from wild populations managed in accordance with applicable legislation.
- Be by-products of food production or contribute to local livelihoods and traditional communities.
- Be sourced in a manner that minimises animal suffering.

Down and Feathers

Down and feathers must not be harvested through live plucking.

Down and feather materials must:

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- Be sourced as by-products of the meat industry.
- Not originate from foie gras production.
- Comply with EN 12935 hygiene requirements.
- Preferably be certified according to Responsible Down Standard (RDS) or equivalent animal welfare standards.

Live plucking and force-feeding are strictly prohibited.

Wool and Animal Fibres

Wool, alpaca and mohair shall originate from farms able to demonstrate recognised animal welfare standards.

Eurosko Gruppen AS does not accept:

- Mulesing
- Unnecessary mutilations
- Inhumane handling practices

Angora rabbit wool and rabbit hair shall not be used in Eurosko Gruppen AS products.

Animal Testing

Eurosko Gruppen AS does not conduct animal testing and expects suppliers to minimise and replace animal testing wherever recognised alternative methods are available.

Wastewater and Environmental Protection

Wastewater from tanneries used in the production of Eurosko Gruppen AS products shall be treated through an appropriate wastewater treatment system in accordance with applicable environmental legislation and industry best practice.

Due Diligence and Traceability

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Suppliers shall:

- Maintain documented traceability of animal-derived materials.
- Be able to provide information regarding species, country of origin and production system when requested.
- Cooperate with audits, supplier assessments and investigations related to animal welfare risks.
- Notify Eurosko Gruppen AS of any significant animal welfare incidents or regulatory breaches.

Eurosko Gruppen AS reserves the right to request supporting documentation and verify compliance through independent third-party audits where appropriate.

Compliance

Failure to comply with this Policy may result in corrective action requirements, suspension of orders or termination of the business relationship.

Suppliers are expected to demonstrate continuous improvement and transparency regarding animal welfare practices throughout their operations and supply chains.