

VANILIA

RESPONSIBLE BUSINESS CONDUCT POLICY 2.0

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At Vanilia we care for our collections, the materials and the full supply chain related to our carefully selected garments. We aim for long term relations with our business partners and to co-create an end product that is produced under the best possible conditions for people, the planet, animals and our environment.

Vanilia C.V requires suppliers to share insights in the social and environmental impact of our products and work on improvement where needed. Transparency of production places and circumstances are of great importance.

Vanilia C.V. is a member of Amfori BSCI and Amfori BEPI programs. Our purchasing policy is based on the Code of Conduct of BSCI. Working in compliance with all applicable laws and regulations on human rights, the environment and product safety is of great importance, but international standards are leading if they are more stringent. We ask all our suppliers and subcontractors, from raw material to end product, to support us in our corporate Responsibility program and to work according the standards below.

OUR COMMON RESPONSIBILITY – DUE DILIGENCE

Under the UNGPs and OECD Guidelines, enterprises bear a responsibility for preventing and reducing any adverse impact on people and the environment by their own operation or business relationships in the production or supply chain. This means acting in an ethical and transparent way that contributes to the health and welfare of society. This is the baseline for our Due Diligence policy integrated in our Corporate Responsibility Program.

Vanilia C.V. supports the Conventions of the International Labor Organization (ILO) and expects suppliers to act in accordance with the conventions of the ILO. These conventions are, along with the relevant UN Declarations and the OECD guidelines, the basis for our responsible business conduct. In line with our signatory membership of the Dutch Agreement on Sustainable Textile Vanilia addresses nine key issues. These themes are, in no particular order:

1. Discrimination and gender;
2. Child labor;
3. Forced labor;
4. Freedom of association;
5. Living wage
6. Safety and health in the workplace;
7. Raw materials;
8. Water pollution and use of chemicals, water and energy;
9. Animal welfare

We added, based on the ILO and OECD guidelines for the garment and footwear industry:

VANILIA

- 10.** Working hours
- 11.** Ethical trade, no bribery and corruption,
- 12.** No Sexual harassment and sexual and gender based violence (SGBV) the workplace,
- 13.** Grievance mechanism
- 14.** Covid 19 Amendment – Special Working Arrangements

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We will do our due diligence and give particular attention on these themes and we expect this as well from our suppliers. This means that, with regard to these themes, suppliers will identify any possible adverse impact in the supply chain, set specific objectives and take measures which are suitable in the light of the insights resulting from their due diligence process.

We ask you to inform us about any possible risk regarding human rights violation, animal abuse and environmental hazards related to our products to cooperate in minimizing these risks.

BUYING PRACTICES

Vanilia is aware of its place within the supply chain. We take our responsibility when it comes to our sourcing and buying practices. Please do let us know when our buying behavior does not support the international social and environmental standards set below.

Vanilia C.V will involve the purchasing department right at the beginning of our involvement with amfori BSCI and include them in defining the implementation strategy in order to ensure social responsibility and procurement objectives are aligned.

VANILIA IS WORKING ACCORDING TO BELOW STANDARDS:

- Vanilia follows a strict year plan
- We share purchasing plan with suppliers – when applicable, please note comments can always be submitted
- We will inform suppliers of our clear quality & delivery standards
- We timely share deadlines to be reached
- We will work according to realistic lead times & production planning
- We will ask supplier for feedback on new developments
- We will work with photo's/ video conferencing etc in order to optimize our communication and thereby reduce risks of misunderstandings to a minimum
- We will regularly review & improve our internal processes
- We will share clear technical specifications on the products
- We will share target prices with suppliers
- We will consider material costs, labor, transport, testing, costs of audits & the profit of supplier when calculating prices.
- We will pay timely & we will pay according to agreement
- We work understanding the possible cultural differences Covid 19 amendment
- We will do our utmost in order not to cancel already placed orders of any kind
- We will communicate with local partners to understand the challenges they are facing
- We will work together with our partners in order to overcome production problems due to late deliveries
- We will not engage in one sided change of buying terms – but we will look for cooperation and mutual agreements

VANILIA

Sourcing countries: Some least developed countries represent a heightened likelihood of adverse impacts on human rights, therefore Vanilia C.V. will

- Not engage in direct working relationship of any 1st or 2nd tier supplier from Bangladesh, Myanmar, Vietnam, India or other developing countries.
- We urge our 2nd tier suppliers to inform us if they have working relations/ business partners deeper in their chain in these or other developing countries.

Supply chain visibility: Lack of invisibility on suppliers and production sites (ex. sourcing from traders, importers) is often considered to be a risk factor, therefore Vanilia C.V. will always prefer to work directly with suppliers.

Vanilia C.V. will not allow for its production locations to outsource Vanilia production to subcontractors.

SOCIAL COMPLIANCY

Vanilia C.V.'s Code of Conduct is based on the Amfori BSCI Code of Conduct as well as the conventions of the International Labor Organization (ILO) and the Universal Declaration on Human Rights.

It applies to all suppliers within Vanilia C.V.'s supply chain.

Supplier companies should not only comply with our policy, but they should have their own similar policies in place as well. Suppliers should at all times control their supply chain and roll out a similar policy. We ask for transparency on where our products are made in order to be able to fully roll out our Due Diligence on social and environmental issues.

PROHIBITION CHILD LABOR AND WORKING CONDITIONS OF YOUNG WORKERS

There shall be no use of child labor. Suppliers to install correct age verification protocols within their recruitment processes.

ILO Conventions 10, 79, 138, 142 and 182 and Recommendation 146 specify: "The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years." "There shall be no forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour. [...] Young workers [in the age of 15-18] shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals." Children and young persons under 18 shall not be employed at night or in hazardous conditions.

Where young workers are employed, business partners should ensure that the kind of work is not likely to be harmful to their health and development; their working hours do not prejudice their attendance at school, their participation in vocational orientation approved by the competent authority, or their capacity to benefit from training or instruction programs.

VANILIA

Vanilia requests its business partners to set the necessary mechanisms in place to prevent, identify and mitigate harm to young workers; with special attention to the access young workers shall have to effective grievance mechanisms.

Child Labor Due Diligence Bill

Vanilia fulfills all obligations from the new Dutch Law on Child labor which came into effect 1st of January 2020. Dutch companies and their supply chain business partners will have to do their Due Diligence and declare that they have addressed the issue of child labor in their supply chains. By signing our IRBC policy suppliers agree to cooperate in our Due Diligence, to be transparent about sub- contractors and sub-suppliers and possible risks within the supply chain of our products in combating child labor.

Risk studies, from our sourcing countries, show that the severe risks are mainly at cotton farming and wet processing (like spinning mill) stage. Vanilia needs to be informed in high-risk situations, for example when cotton comes from countries or facilities where forced labor is required and so the risks on child labor occurs. We require our suppliers to share their social management systems, latest audit reports or certifications like WRAP, SA 8000, Fair Trade, GOTS, Better Cotton or Organic Content Standard, or any other standard that prevent Child labor.

PROHIBITION OF FORCED AND COMPULSORY LABOR

Suppliers must not engage in any kind of non-voluntary labor such as, forced labor, bonded labor, slavery. They shall provide workers the right to leave work and terminate their employment with reasonable notice.

ILO Conventions 29 and 105 specify: There shall be no use of forced, including bonded or prison, labor. All forms of forced labor, such as lodging deposits or the retention of identity documents from personnel upon commencing employment, are forbidden as is prisoner labor that violates basic human rights.

PROHIBITION OF DISCRIMINATION

ILO Conventions 100, 111, 143, 158, 159, 169 and 183 specify: No discrimination shall be tolerated in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in workers' organizations including unions, political affiliation or opinions, sexual orientation, family responsibilities, marital status, or any other condition that could give rise to discrimination. As amfori BSCI participant Vanilia CV and our business partners abide to the amfori BSCI Code of Conduct, they are expected to play an active role in:

- Early detection of gender-based discrimination in their supply chains
- Proactively raise awareness of gender equality and provide necessary tools to create a working environment that promotes gender equality
- Promoting solutions and continuous improvement whenever gender-based discrimination has been identified in their supply chain

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These efforts from the business community do not replace, but rather complement, all societal efforts, particularly legal reforms and education, needed to thrive in more equalitarian societies.

Covid 19 amendment:

ILO guideline: “Incidents of racism and xenophobia are likely following the outbreak, in particular towards persons of certain ethnic backgrounds and persons from countries where the virus is more prevalent. However, it should be recalled that race is one of the grounds listed in the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), which prohibits discrimination in all aspects of employment and occupation. This includes direct and indirect discrimination and discrimination-based harassment, and in particular racial harassment.⁴¹ Racial harassment occurs where a person is subject to physical, verbal or non-verbal conduct or other conduct based on race which undermines their dignity or which creates an intimidating, hostile or humiliating working environment for the recipient.”

Suppliers will proactively place measures in place to reduce possibility of discrimination.

NO SEXUAL HARASSMENT AND SEXUAL AND GENDER-BASED VIOLENCE (SGBV) IN THE WORKPLACE

Our business partners are encouraged to adopt a zero-tolerance policy on sexual and genderbased violence and strict measures against sexual harassment in its own operations. The enterprise should articulate its expectations of suppliers and other business partners to likewise adopt a policy on sexual harassment and sexual and gender-based violence. Enterprises are encouraged to include the following in their internal policies

- a commitment to foster an environment at work free from harassment, bullying and violence
- clear consequences for breaking the enterprise’s standards
- a commitment to hear grievances, to provide a “reprisal-free” complaints mechanism (e.g. operational-level-grievance mechanism) and to maintain the confidentiality of workers or employees who raise complaints

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Suppliers shall recognize worker’s rights to unionize & to bargain collectively. If joining a union is not a possibility for any reason Supplier will implement a social dialog system with democratically elected worker’s representatives to discuss matters of the workplace.

ILO Conventions 11, 87, 98, 135 and 154 specify: The right of all workers to form and join trade unions and bargain collectively shall be recognized. The company shall, in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all workers. Workers’ representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions.

PAYMENT OF A LIVING WAGE

Suppliers shall always aim to pay a Living Wage to workers, and they will ensure the payment of at least the legally mandated minimum wage or the industry standard based on collective bargaining. Supplier commit to a timely payment of wages. Vanilia C.V. Is committed and will work with suppliers towards the payment of a Living Wage.

ILO Conventions 26 and 131 specify:

Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income. Deductions from wages for disciplinary measures shall not be permitted nor shall any deductions from wages not provided for by national law be permitted. Deductions shall never constitute an amount that will lead the employee to receive less than the minimum wage. Employees shall be adequately and clearly informed about the specifications of their wages including wage rates and pay period.

WORKING HOURS

ILO Conventions 1 and 14 and ILO Recommendation 116 specify:

Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven-day period. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

SAFE AND HEALTHY WORKING CONDITIONS

Suppliers will ensure that occupational health and safety regulations set by industry standards and domestic regulations are followed. They will provide protective equipment when necessary and will make sure workers use them. Supplier will ensure to discuss safety & health issues regularly with the worker's representatives. Covid 19 amendment: Supplier has a responsibility to ensure that all preventive and protective measures are taken to minimize risks to workers.

ILO Convention 155 specify:

A safe and hygienic working environment shall be provided. The best occupational health and safety practice known shall be promoted. Appropriate attention shall be paid to occupational hazards specific to this branch of the industry and assure that a safe and hygienic work environment is provided for. Effective regulations shall be implemented to prevent accidents and minimize health risks as much as possible. Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the employer is strictly prohibited.

LEGALLY BINDING EMPLOYMENT RELATIONS

Obligations to employees under labor or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labor-only contracting arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. Younger workers shall be given the opportunity to participate in education and training programs.

COVID 19 AMENDMENT – SPECIAL WORKING ARRANGEMENTS

- Workers who have contracted the virus should be entitled to paid sick leave
- ILO guidelines: Workers who are absent from work for the purpose of quarantine or for undergoing preventive or curative medical care and whose salary is suspended should be granted a (sickness) cash benefit (the Medical Care and Sickness Benefits Recommendation, 1969 (No. 134).
- Suppliers should not require workers to use their annual holidays in order to stay home as a precautionary measure to avoid exposure to the virus

ETHICAL TRADE: NO BRIBERY OR CORRUPTION

Enterprises should consider the good practices put forth in the OECD Good Practice Guidance on Internal Controls, Ethics and Compliance, which include:

- Strong, explicit and visible support and commitment from senior management to the company's internal controls, ethics and compliance programs or measures for preventing and detecting bribery, including the bribery of foreign public officials;
- A clearly articulated and visible corporate policy prohibiting bribery, including the bribery of foreign public officials; and
- Oversight of ethics and compliance programs or measures regarding bribery, including the bribery of foreign public officials, including the authority to report matters directly to independent monitoring bodies such as internal audit committees of boards of directors or of supervisory boards, is the duty of one or more senior corporate officers, with an adequate level of autonomy from management, resources and authority.

GRIEVANCE MECHANISM

Vanilia is committed to hear grievances from workers, to provide a "reprisal-free" complaints mechanism (e.g. operational-level-grievance mechanism) and to maintain the confidentiality of workers or employees who raise complaints. Workers in the supply/ value chain of Vanilia have access to several grievance mechanisms:

- Grievance mechanism provided by The Agreement on Sustainable Textile
- Grievance mechanism of Amfori BSCI

Vanilia expects the same commitment from its suppliers and requests information on their grievance mechanisms/ procedures.

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ENVIRONMENTAL RESPONSIBILITY

Suppliers will have effective policies and procedures that reflect their environmental responsibility. They should assess the environmental impact of their operations and will see to implement adequate measures to prevent or minimize adverse effects on the community, natural resources and the overall environment. Vanilia C.V requests suppliers to have procedures and standards in place for

- the use of water and energy
- handling and disposal of chemicals and other dangerous materials
- waste management
- emissions
- effluent treatment (wastewater)

The procedures and standards must meet the following international guidelines and legal requirements.

VANILIA

USE OF RENEWABLE ENERGY SOURCES AND MINIMIZING GREEN HOUSE GAS (GHG) EMISSIONS

The consumption of energy of non-renewable origin is one of the main causes of greenhouse gas emissions. The production of textile and garments is an energy intensive process. Measuring GHG emissions is a critical first step to reducing the carbon footprint of an enterprise's activities. It helps an enterprise to assess its impact on the climate and to design cost-effective emission reduction plans.

Suppliers shall keep records of the current energy sources and emissions and reduce the use of energy of non-renewable sources.

Supplier therefore will:

- Establish an energy management plan at site-level that includes company wide coordinated measures for energy management
- Targets will be set to work with green energy sources and thus reduce emissions to air.
- Implement best available techniques (BAT) as defined by Best Available Techniques Reference Documents for the sector or sub-sector³
- Implement energy efficiency & conservation measures (e.g. energy conservation technology, optimization of steam generation and pressurized air, waste heat recovery from wastewater and waste gas, process optimization, etc.)
- Increase efficiencies and quality so as to reduce need for re-processing due to failures

LIMITATIONS TO WATER USE AND CLEANING OF WASTEWATER

Textile production consumes a huge amount of water. Most water is used for cotton cultivation (2/3 or more of the total volume) and although textile processing uses far less water, it causes most of the water pollution. This puts great pressure on the availability and the quality of water in areas where cultivation and processing take place.

Water use, the source and wastewater therefore deserve serious attention.

Vanilia C.V. will request suppliers to:

- Have a written policy on water (sourcing/use & wastewater treatment)
- Measure their water use
- To have records on their water source(s) - rain/ groundwater/ river & lake...etc
- Promote water efficiency and reduce water dependence by implementing new technologies
- Comply with local/ national wastewater legislation
- Treat & test wastewater before releasing back to the environment (and keep records of it)

We request suppliers to use ZDHC (wastewater) guidelines

Vanilia C.V. is a member of AmforiBEPI. We will work with suppliers & offer active training on this matter.

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CHEMICALS/ RSL & MRSL (RESTRICTED SUBSTANCES LIST; MANUFACTURING RESTRICTED SUBSTANCES LIST)

Chemicals are used at every step within the textile manufacturing process. From the pesticides and fertilizers used during natural fiber production throughout the complete textile chain in bleaching, dyeing, printing and finishing. They affect workers, water, air (effluents) and end consumer.

No hazardous chemicals shall be used during the production of any Vanilia product.

All suppliers should fully comply with Vanilia C.V.'s **Restricted Substances List**

The restricted substances list (RSL) in the annex is intended to inform our suppliers on international (upcoming) regulations restricting or banning the use of chemicals in apparel end products including accessories. The RSL takes most of the world's regulations into account (incl. REACH, POP), as well as harmful chemicals listed by NGO's.

As matter of general principle, Vanilia C.V. reserves the right to select styles to be (counter) tested after production has been done. If this post-test is a "FAIL", all the cost incurred in this testing procedure shall be borne by the supplier of the failed material or trim, including all additional cost for non-marketable styles.

Suppliers should comply with Vanilia C.V.'s **Manufacturing Restricted Substances List**. This MRSL (annex) bans and/or restricts the intentional use of hazardous chemicals during the manufacturing processes of Vanilia products such as solvents, paints, dyes, finishing agents, chemicals used during wet processing, etc. The MRSL does not replace legal restrictions on hazardous chemicals in finished products (RSL)

Suppliers shall have a Chemical Management System which will include at least the following:

- Chemical inventory & rules on correct storage
- Employees will receive correct training and the appropriate safety equipment
- Out roll of the management system to possible subcontractors
- Chemical Risk Assessment on the environment as well as on human health (the methodology of which should align with the OECD & the World Health Organization guidelines.

See International Program on Chemical Safety, WHO Human Health Risk Assessment Toolkit: Chemical Hazards. Health risks are also addressed in Module 5, Occupational Health and Safety. See OECD Environmental Risk Assessment Toolkit.

Suppliers can make use of the information and training Vanilia and her membership of Amfori BEPI can offer.

VALID PROCESSING STANDARDS

A valid health OEKO-TEX® Standard 100 product certificate covers most of legal requirements of this RSL. Processing standards are of higher value, like : GOTS, Blue Sign or Step (or similar). These standards, in the annex, make sure that that no harmful chemicals are used in processing.

- When commercially acceptable, we ask our suppliers to work as much as

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RAW MATERIAL POLICY

Vanilia C.V. wants to reduce its ecological footprint by concisely choosing for sustainable raw materials.

We request our suppliers to offer alternative/ sustainable materials with one of/ or similar below mentioned certificates. Vanilia C.V. will always require a scope and transaction certificate or other proof of compliance.

ORGANIC (NATURAL MATERIALS)

Certified organic materials are produced in accordance with specific country-level or international organic agricultural standards, integrating ecological processes, and avoiding the use of toxic and persistent synthetic pesticides and fertilizers as well as genetically modified (GMO) seeds. To maintain certification throughout processing to final product, the organic material must be kept separate from non-certified material and be traceable from the farm to the finished product. The EU regulation 834-2007 is developed for organic farming within and beyond the European Union. It can be applied if 95% or more of the content of a product is of organic origin.

GOTS (Global Organic Standard): It is a certification for the raw material as well as the processing.

OCS (Organic Content Standard) & CCS (Content Claim Standard)

This is a third-party verified standard that replaces the previous OE Blended and OE 100 from the same organization. The standard offers a chain of custody – a system set up for monitoring and documenting the purchase, processing and use of certified organic materials. A list of suppliers may be found on the OCS webpage. To learn more, visit: <https://textileexchange.org/integrity/>

Cotton in Conversion

This type of cotton is grown by farmers that are switching from growing conventional cotton to growing organic cotton; they are 'in conversion'. This means that the cotton itself is organic, but the soil is not totally clean yet. That's why it cannot be labelled as organic as yet; there is a 3-year period under the NOP standard, and a 2-year period under the EEC 2092 directive. Labelling for in conversion cotton is only allowed in the EU. When buying cotton in conversion, you support the organic grown production.

BCI (BETTER COTTON INITIATIVE) SOCIAL ACCOUNTABILITY INCLUDED

'BCI is a multi-stakeholder initiative that works to bring together cotton's complex supply chain, from farmers to retailers, to improve cotton growing conditions globally. BCI has over 850 member organizations representing cotton producers, civil society, suppliers and manufacturers, retailers and brands whose membership fees help to support farmer capacity building. BCI aims to establish Better Cotton as a mainstream sustainable commodity, accounting for 30% of global cotton production by 2020. To learn more, visit: www.bettercotton.org

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CMIA (COTTON MADE IN AFRICA) SOCIAL ACCOUNTABILITY INCLUDED

CmiA is a strategic alliance of partners from trade and industry, the public sector and NGOs which contribute to the fight against poverty and environmental degradation in Africa. CmiA wants to help local smallholder cotton farmers and their families to raise their own standard of living by building up an alliance of international brands and retailers who use the sustainable African cotton for their products and pay a licensing fee back to CmiA. The license earnings are reinvested back in the African cotton industry. To learn more, visit: <http://www.cottonmadeinafrica.org>

FAIR TRADE - SOCIAL ACCOUNTABILITY INCLUDED

Fair Trade's approach engages producers and workers in the chain to bring about better wages and working conditions. It engages brands to commit to fair terms of trade. Fairtrade standards include environmental criteria, which generally require farmers to work toward best environmental practices, through the use of "Integrated Crop Management" systems, which seek to minimize the use of agrochemicals, and prohibit the use of the most hazardous pesticides. Nonetheless the use of pesticides and synthetic fertilizers is still allowed, as many poor farmers, without strong support to learn organic methods, would not be able to join the scheme if chemicals were completely prohibited, and therefore as a result, Fairtrade certified cotton is not necessarily organic. The Fairtrade mark on cotton guarantees that the fibre was grown in the developing world, in a country such as India or Africa, where it had the greatest positive impacts on the producers involved. To learn more, visit: <http://www.fairtrade.org.uk>

GRS (GLOBAL RECYCLE STANDARD)

The Global Recycle Standard (GRS) is a full product standard that incorporates recycled material verification, chain of custody verification through the requirements of the Content Claim Standard, and processing requirements. The standard includes social and environmental responsibility criteria, as well as chemical management. The website of GRS provides a list of GRS certified products. To learn more, visit: <http://globalrecycled.org>

MAN-MADE CELLULOSIC FIBRES POLICY

Vanilia C.V. does not accept products of Viscose, Rayon, Modal and Lyocell deriving from illegally logged sources, ancient and endangered forests, as listed in the IUCN Red list. Suppliers shall only supply product certified with at least the FSC certificate. Vanilia prefers cellulose and similar fibres of the following yarn suppliers:

VANILIA

- Lenzing
- Birla
- Enka
- Singtex
- QMilk

Commitment

- At least 90% of the total viscose use of Vanilia will be of sustainable origin by the end of 2025
- At least 90% of the total cotton use of Vanilia will be of sustainable origin by the end of 2025
- At least 50% of the total polyester use of Vanilia will be of sustainable origin by the end of 2025

ANIMAL WELFARE

No Vanilia product may be manufactured that causes damage or cruelty to animals. The following principles must be observed for all materials of animal origin:

- Prevention, reduction and eradication of animal suffering in the production or supply chain.
 - Animals must not be treated inhumane or cruelly - we therefore follow the 5 Provisions of animals aligned by the Animal Welfare Aims:
1. Good nutrition - Provide ready access to fresh water and a diet to maintain full health and vigor
 2. Good environment - Provide shade/shelter or suitable housing, good air quality and comfortable resting areas
 3. Good health - Prevent or rapidly diagnose and treat disease and injury, and foster good muscle tone, posture and cardiorespiratory function
 4. Appropriate behavior - Provide sufficient space, proper facilities, congenial company and appropriately varied conditions
 5. Positive mental experience - Provide mental experience - Provide safe, congenial and species-appropriate opportunities to have pleasurable experiences

The following products of animal origin are prohibited at Vanilia:

- Fur: all types including raccoon/ raccoon dog and rabbit. Vanilia has been a member of the Fur Free Retailer program since 2012.
<https://furfreeretailer.com/why-fur-free/>
- Angora yarn: Vanilia signed with the PETA in 2016 and committed not to use Angora anymore.

<https://www.peta.nl/blog/lijt-angoravrij-retailers/>

- Exotic skins: like snake / crocodile / lizard or ostrich
- Down: Obtaining / picking down is often accompanied by pain and injury to the animals. The processing of down in the factories often happens in a harmful way for the employees.

Endangered species - *A complete list of endangered species can be found at*
<http://checklist.cites.org/#/en>.

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The following products of animal origin may be used to a limited extent after thorough inspection at Vanilia:

- Mulesing - free merino wool. Merino sheep produce around 5 kg of wool thanks to their many skin folds. At the bottom of the sheep, bluebottles can lay eggs in the polluted folds. To counter this, farmers apply mulesing - the removal of the skin from the backside of the sheep. This happens (often) without anesthesia.
- Mother of Pearl: only shells from non-living and / or protected animals / animal species are used
- Cashmere: Current grazing practices for cashmere goats, combined with global warming, endanger the fragile ecosystem. Only Cashmere that is produced with respect for people and nature may be used.

Materials for which we unfortunately have not found an alternative:

Silk - silkworms are cooked alive in their cocoons for silk production.

Unfortunately, there are no good alternatives for this yet, but we are keeping a close eye on all developments from obtaining silk from spinning / to producing silk after the caterpillar has left its cocoon.

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MANAGEMENT SYSTEM, MONITORING, DOCUMENTATION, VERIFICATION

The supplier company shall define and implement a management system to ensure that the requirements of this Responsible Business Conduct can be met. Suppliers management is responsible for the correct implementation and continuous improvement by taking corrective measures. Suppliers management also responsible for the communication of the requirements of this RBC policy to all employees and subcontractors. It shall also address employees' concerns of non-compliance with this Code of Conduct. Vanilia C.V. will be – at all times - informed about non-compliances and follow up.

If the buying behavior of Vanilia C.V. impacts the compliancy to this RBC we will be informed immediately. The following documents should be provided.

Social Compliancy:

- All subcontractors must be known & information is shared with Vanilia C.V.
- Supplier's Company Policy on social compliancy
- The latest valid audit report should be sent
- A regularly update of the Corrective Action Plan (CAP)

Environmental Compliancy:

- Management system on water, chemicals, energy and emissions
- Information on memberships, assessments and/or certifications that proof sustainability efforts.
- If applicable all specific information related paragraph on Environmental Compliance

The requirements in the Responsible Business Conduct (RBC) are requirements that we want to achieve together. These are our common goals. We are open for discussion if suppliers are not capable to meet these requirements. We are certain that many of our suppliers have even higher demands of themselves.

By signing this RBC statement, you commit yourself to it.

The undersigned hereby confirms that: We have read the Responsible Business Conduct (RBC) and accept the terms required of us as suppliers and will inform and cooperate with our subcontractors and sub suppliers working on products of Vanilia C.V.

Signatures
