

SPELL

ANIMAL WELFARE POLICY

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At Spell, we are committed to implementing high ethical and environmental standards within every part of our business which is reflected within our Animal Welfare Policy. The objective of our policy is to meet growing expectations (by our staff, customers, consumers, etc) of better animal welfare and through greater transparency to mitigate the animal welfare risks within our supply chain, as well as to promote the best practices for land management.

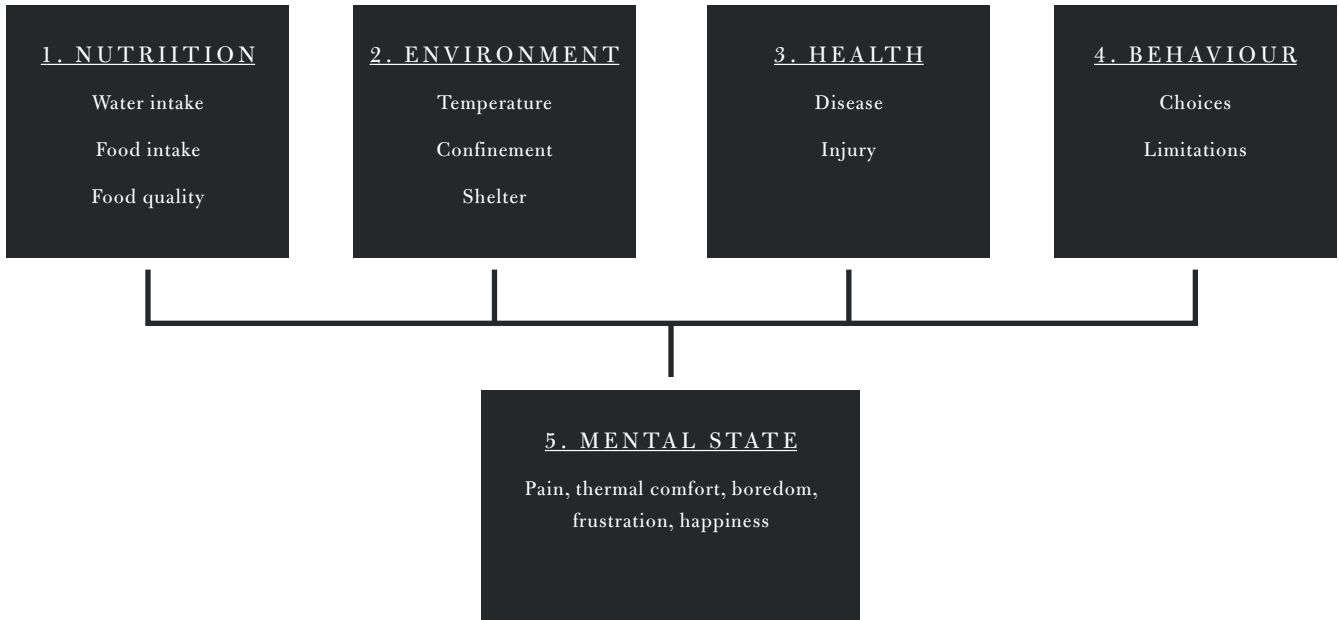
All our policies extend to business partners that we work with including all tiers of our supply chain, contractors, and sub-contractors. We take a proactive, pragmatic, and collaborative approach to transforming our supply chain.

1. SUPPLIER COMMITMENTS

- Suppliers must ensure any animal derived materials are sourced ethically and responsibly. This means all aspects of this policy are enforced.
- Suppliers throughout our supply chain must comply with all local and global laws and regulations around animal welfare and environmental management.
- Supplier must notify Spell of any instances in which they are unable to fulfill the requirements of this policy to establish an acceptable and agreed solution. Consequences of failure to comply without notification:
 - i. Rejection of goods delivered to Spell.
 - ii. Retrieval of goods supplied to Spell and costs to be covered by the supplier.
 - iii. Possible termination of Supplier Agreement.

2. ANIMAL WELFARE REQUIREMENTS

- Spell is committed to a collaborative approach in working towards treatment of all in accordance with the 5-Domains. The 5-Domains sets out a framework to ensure best welfare practices are in place for the treatment of animals. The 5-Domains include the following:
 - i. **Good nutrition:** By providing ready access to fresh water and a species-appropriate diet to maintain full health and vigor.
 - ii. **Good physical environment:** By providing appropriate outdoor access and suitable shelter against adverse weather conditions, and/or housing with different functional areas, comfortable resting areas, and good air quality.
 - iii. **Good health:** By preventing or rapidly diagnosing and treating diseases and injuries, and by stimulating among others, proper muscle tone, natural body posture, cardiorespiratory function, and digestive system processes.
 - iv. **Appropriate behavioral interactions:** By providing sufficient space, human interactions that are adapted to the individual needs and varied conditions to allow for species-specific behavioral expression.
 - v. **Positive mental experiences:** By providing safe and species-appropriate environmental, onspecific and human interactive opportunities to have pleasurable experiences.



- Spell prohibits any of the following practices:

- i. **Live plucking:** Live plucking occurs outside of the malting season and refers to manually pulling feathers that are still attached to the bird.
- ii. **Surgeries without pain relief:** Animals not receiving the correct treatment, anaesthesia, or pain relief to recover from an injury, medical procedure, or surgery, ultimately leaving them to suffer and/or struggle to recover.
- iii. **Intensive feedlots:** Feeding cattle to grow and gain body fat at a very fast and unsafe period, i.e. 3-5 months with a target weight of around 635 kgs.
- iv. **Cage keeping:** One or more animals kept together in cage, confined or tiny spaces.
- v. **Unhealthy and unsanitary conditions:** Living conditions causing infectious diseases due to bacteria, viruses, parasites, fungi, and nutritional deficiencies.
- vi. **Solitary confinement:** No light, fresh air, or interaction with other animals.
- vii. **Animals hunted illegally**
- viii. **Mulesing:** The process of removing excess skin around the tail area from a sheep, the intention is reduce 'fly strike'.

3. ANIMAL DERIVED MATERIALS (ADMS)

Spell prioritises fibres and materials that are lower impact as we work towards our goal of 100% preferred fibres by 2025. Any animal derived material used by Spell shall be from the following approved sources:

- Animal fleece (wool) makes up less than 1% of Spell's total fibre usage, however we are working to source only responsible versions of these fibres. By 2025 all animal fleece within our ranges shall be certified to responsible standards, including Responsible Wool Standard (RWS), Responsible Alpaca Standard (RAS), The Good Cashmere Standard, NATIVA, ZQ Merino, or equivalent assurances. We also accept animal fleece fibres that are certified Global Recycled Standard (GRS).
- Spell has phased out the use of conventional silk due to the environmental and animal welfare impact. Any silk used in the future shall be Ahimsa (or Peace) silk or certified recycled.
- Leather is not one of Spell's Preferred Fibres, as listed in our Preferred Fibre Matrix. Spell is exploring alternatives to reduce our usage of leather, however at this time leather comprises approximately 1% of our fibres used throughout our collections. Animals may not be raised exclusively for the use of their skins. All leather within our range is to be sourced as a byproduct from the food industry and must be from Leather Working Group approved tanneries.
- Spell currently utilises mother of pearl buttons and some shells in jewellery. We are currently working to replace the mother of pearl buttons with more responsible materials, such as coconut and corozo. By 2025 any shells or pearls used must be traceable and from sustainable and ethical sources, (for example, blue ecolabel by Marine Stewardship Council (MSC)).

To date, Spell has not used any down in our products, and will not be including down in future collections.

4. PROHIBITED MATERIALS

Spell prohibits the use of the following materials:

- Angora or any rabbit hair
- Mohair
- Bone, horn, & teeth
- Any material derived from wild, exotic, protected, threatened, or endangered animals – for example, and not limited to: crocodile, lizard, ostrich, snake, stingray, kangaroo
- Fur¹ – examples, but not limited to: mink, rabbit, fox, raccoon, wild cats

¹ 'Fur' shall not include 1) such skins as are, or are to be, converted into leather or which in processing have, or shall have, the hair, fleece, or fur fiber completely removed, 2) materials clipped, shorn, or combed from animals, fleece, sheepskin, shearling, 3) synthetic materials intended to look like fur.

5. ALTERNATIVE & INNOVATIVE MATERIALS

Each garment has an impact. The fibres we choose directly affect the environment and communities across all stages of the garment's life cycle. Our aim is to only use fibres that are circular, recycled, regenerative, and renewable.

Our R&D team are constantly on the search for new innovations:

- We are committed to reducing the amount of leather used overall in our collections and are diving deeper into sourcing sustainable alternatives or next gen innovative materials.
- We support the use of plastic-free next-gen leather alternatives.
- Where possible, we will choose recycled materials over virgin and fibers that have been certified by a credible third-party.

6. TRACEABILITY

Spell is working to have 100% of our supply chain mapped for each collection that we produce. As part of our supply chain mapping procedure, suppliers shall provide factory name, contact details, and location information for all tiers of our production, from raw material to product manufacture. Transaction Certificates, where relevant, shall support the chain of custody for certified materials.

7. ACCOUNTABILITY & REPORTING

Suppliers shall provide all required scope certificates for certified materials throughout the supply chain.

Each year Spell reports on our fibre goals and usage, which includes any ADMs, in our annual Impact Report. Our annual Impact Report can be viewed on our website [here](#).

8. POLICY REVIEW

This Policy will be reviewed each year by our Product & Sustainability departments and updated as necessary. Spell team and Suppliers will be notified of any updates and the revised Policy shall be provided.