

SAMSØE SAMSØE

ANIMAL WELFARE POLICY

AUGUST 2026

1. PURPOSE

Samsøe Samsøe is committed to acting ethically and responsibly in all activities across our value chain. We believe that respect for animal welfare is inseparable from responsible sourcing, and that the materials we use should not come at the cost of animal suffering. This policy sets out our position on animal welfare, the standards we require of our partners, and the sourcing commitments that guide our material choices.

This policy is read in conjunction with our Responsible Business Conduct Policy (POL-10), which sets out our overarching approach to due diligence, and our Material Strategy, which defines our preferred fibre and fabric targets.

2. SCOPE

This policy applies to Samsøe Samsøe's own operations and to all parties operating within or on behalf of our value chain. Tier 1 partners are responsible for ensuring that adequate processes are in place to manage the animal welfare impacts outlined in this policy throughout their own supply chains, including Tier 2 and beyond, all the way to the raw material stage.

Where local laws, customs, or standards are stricter than this policy, the higher standard applies. Where this policy sets stricter requirements than local law, this policy applies.

3. GUIDING PRINCIPLES AND STANDARDS

Our approach to animal welfare is grounded in the Five Freedoms of Animal Welfare, as set out by the World Organisation for Animal Health (OIE). The Five Freedoms inform both our prohibitions and our sourcing commitments throughout this policy. These hold that animals should be:

- free from hunger and thirst;
- free from discomfort;
- free from pain, injury, and disease;
- free to express normal behaviour;
- and free from fear and distress.

We also act in accordance with the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and the IUCN Red List of Threatened Species, maintained by the International Union for Conservation of Nature, both of which govern our approach to endangered and protected species.

4. POLICY STATEMENT

4.1. PROHIBITED MATERIAL AND PRACTICES

Samsøe Samsøe prohibits the use of materials or production practices inconsistent with our animal welfare commitments. The following are not accepted anywhere in our value chain:

- Angora rabbit hair
- Mulesing
- Fur from animals not raised as a by-product of the meat industry
- Down or feathers from suppliers practising live-plucking or force-feeding
- Exotic animal skins, including snake, alligator, crocodile, and lizard
- Exotic animal hair
- Materials from species listed on the CITES appendices or the IUCN Red List of Threatened Species

Animal hair and leather are only permitted where derived from cattle, buffalo, sheep, goat, or pig as a by-product of the meat industry.

4.2. RESPONSIBLE SOURCING COMMITMENTS

Where animal-derived materials are used, we require them to meet recognised third-party standards. We define preferred fibres and fabrics as those that are certified recycled, organic, or responsibly sourced as verified by third-party standards, and our target is for 90% of fibres to come from preferred sources by 2030.

For animal-derived materials specifically, we recognise the Responsible Wool Standard (RWS), Responsible Mohair Standard (RMS), and Responsible Alpaca Standard (RAS) for applicable fibres; the Responsible Down Standard (RDS) for all down; and the Good Cashmere Standard (GCS) for cashmere. For leather, we aim to source from Leather Working Group (LWG)-certified tanneries holding ISO 14001, ISO 9001, and OHSAS certification. Recycled content is verified through GRS or RCS; organic materials through GOTS or OCS.

5. ROLES AND RESPONSIBILITIES

Animal Welfare are the responsibility of every person at Samsøe Samsøe. The following describes how oversight and accountability are structured:

- Head of Sustainability (Policy Owner): Responsible for maintaining and reviewing this policy, overseeing supplier engagement on animal welfare matters, and coordinating corrective action where non-compliance is identified.
- Buying and Sourcing Teams: Responsible for ensuring that material and supplier selections comply with the prohibitions and certification requirements set out in this policy, and for integrating animal welfare criteria into supplier onboarding and purchasing decisions.
- All Employees: Expected to act in accordance with this policy and to raise concerns promptly when they become aware of potential violations in our own operations or supply chain.

6. IMPLEMENTATION AND MONITORING

Samsøe Samsøe implements its animal welfare commitments through material requirements, supplier engagement, and third-party certification. Animal welfare criteria are integrated into our supplier onboarding process and purchasing decisions, and compliance with this policy is a condition of all supplier relationships.

We track progress against our preferred fibre target through our Material Strategy reporting, monitoring the share of animal-derived and other materials meeting our certification requirements annually. Where non-conformities are identified, our Sustainability team engages with the relevant supplier to agree remedial action and, where necessary, a Corrective Action Plan with clear timelines.

This policy and its implementation are reviewed annually by the Head of Sustainability, with findings reported to the Leadership Team.

7. COMPLIANCE AND CONSEQUENCES

All employees are required to act in accordance with this policy. Business partners are required to comply with this policy and our Code of Conduct as a condition of their commercial relationship with Samsøe Samsøe. Where non-compliance is identified, we will engage with the partner to understand the issue and agree remedial action. Partners who demonstrate a persistent unwillingness or inability to meet our standards, or who are found to be in serious violation of our animal welfare requirements, may face suspension or termination of the commercial relationship.

8. REPORTING

All employees are required to act in accordance with this policy. Business partners are required to comply with this policy and our Code of Conduct as a condition of their commercial relationship with Samsøe Samsøe. Where non-compliance is identified, we will engage with the partner to understand the issue and agree remedial action. Partners who demonstrate a persistent unwillingness or inability to meet our standards, or who are found to be in serious violation of our animal welfare requirements, may face suspension or termination of the commercial relationship.

