



Animal Welfare Policy

1. Purpose and Area of Application

At OLYMP Bezner KG and OLYMP Retail KG (hereinafter together "OLYMP"), we have always firmly believed that every company should constantly be aware of its responsibility towards its employees, suppliers, manufacturers and customers. In this context, OLYMP takes its social and ecological responsibility along the supply chain very seriously.

For many decades we have done our utmost to ensure that OLYMP and OLYMP Signature products (hereinafter together "OLYMP products") are not only of good quality and flawless from a human ecological perspective, but that they are also manufactured under socially responsible and environmentally sustainable conditions as well as regarding animal welfare.

This animal welfare policy contains binding principles, prohibitions, and bans for the protection of animal welfare for OLYMP products, which are listed below.

2. Requirements for business partners

The following requirements apply to all direct business partners from whom OLYMP sources animal fiber material, animal skin material (leather and fur), animal filling and stuffing material, or products containing these materials for its brands OLYMP and OLYMP Signature.

With this Animal Welfare Policy, OLYMP defines basic requirements for the manufacture of products containing animal components and aims to contribute to animal welfare and the reduction of animal suffering.

3. Principles & Bans

OLYMP advocates for the ethical, responsible, and respectful treatment of animals and firmly opposes breeding, animal husbandry, and production practices that disregard animal welfare.

3.1 Five Freedoms of Animal Welfare

In order to describe a more comprehensive approach to animal welfare requirements, the Farm Animal Welfare Council (FAWC) developed the five freedoms of animal welfare:

- Freedom from hunger and thirst
- Freedom from discomfort
- Freedom from pain, injury and disease
- Freedom to express normal behavior
- Freedom from fear and distress

Since animal health and welfare are of great importance to OLYMP and animal welfare affects both the physical and mental condition of an animal, OLYMP requires its suppliers to ensure the five freedoms of animal welfare in its supply chain and products.

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3.2 Skins and materials from wild, exotic and threatened or endangered species

OLYMP prohibits the trade of wild and exotic leather and leathers derived from threatened or endangered species according to CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora) and according to the Red List of the IUCN (International Union for Conservation of Nature).

3.3 Slaughter of animals only for the purpose of fashion

OLYMP believes that the killing of animals solely to produce fashion products must not be carried out. OLYMP prohibits slaughter only to produce OLYMP products. All animal skin materials used for OLYMP products must be by-products of the meat industry. In addition, all animals must have been stunned prior to slaughter. The stunning method must ensure that the animals are unconscious and insensitive to pain until death occurs.

3.4 Explicit Bans

As OLYMP clearly rejects animal cruelty and believes that no animal should be harmed in the manufacture of an OLYMP product, OLYMP expressly prohibits the use of the following types of fibers in its products and supply chain:

- Any type of real fur
- Mohair
- Angora
- Down and feathers from live plucking
- Sheep's wool from animal husbandry practicing live lamb cutting (mulesing)
- Skinning of live animals and any kind of cruelty to animals
- Horn and mother-of-pearl from wild species and wild harvested sources, except as a by-product of food production

3.5 Marketing-related purposes

When using live animals for advertising purposes, OLYMP ensures that they are treated in accordance with animal welfare standards and presented with appropriate sensitivity. OLYMP expects the same from its business partners and customers.

4. OLYMP Requirements on Animal Fiber material

4.1 Sheep's wool and virgin wool

OLYMP only accepts sheep's wool and virgin wool that has been obtained in accordance with the 5 Freedoms of Animal Welfare and without the use of live lamb cutting (mulesing) in its products and supply chains. By signing Four Paws' Brand Letter of Intent, OLYMP has committed to exclude live lamb cutting from its supply chains step by step, and completely by 2030.

To ensure this important goal is achieved, OLYMP has been certified according to the internationally recognized Responsible Wool Standard (RWS) since 2022 and already sources around 95 % of its production volume with wool content with this certification. OLYMP is also certified according to the recognized textile



standards Global Organic Textile Standard (GOTS) and Organic Content Standard (OCS), which exclude mulesing practices.

4.2 Fine Animal Fibers (Cashmere, Alpaca, Yak)

OLYMP is aware of the relevance of animal welfare criteria in the production of fine animal fibers such as cashmere, alpaca, and yak, and supports these criteria. OLYMP does not apply for further animal welfare certifications for each fine animal fiber material due to very small quantities, but wherever possible, we try our best to replace fine animal fibers with alternative fibers such as RWS certified wool or organic fine animal fibers (GOTS or OCS).

In order to meet its animal welfare requirements for fine animal fibers, OLYMP is committed to obtaining one of the following certifications if the annual fiber input calculation for the previous year shows that the fiber consumption of the specific fine animal fiber has exceeded the threshold of 1 % of the total fiber consumption:

- Cashmere: Good Cashmere Standard or SFA Animal Fibre Standard
- Alpaca: Responsible Alpaca Standard
- Yak: currently no sufficient certification available, therefore under constant review

To minimize the risk of animal suffering and animal rights violations as much as possible without its own certification, OLYMP requires its suppliers to confirm and comply with the requirements of this animal welfare policy – especially regarding fine animal fibers.

OLYMP is observing the current developments of various textile certifications to extend their scope to include additional raw materials and will adjust this animal welfare policy if necessary.

4.3 Silk

Due to our responsibility towards animal welfare, we are constantly looking for improvements and try our best to replace silk with alternative fibers such as TENCEL™ Lyocell to prevent animal suffering. Compared to other natural fibers relevant to OLYMP – such as cotton, linen, or wool – silk accounts for only a small proportion (in 2024 around 0,71 % of the total fiber usage).

5. OLYMP Requirements on animal skin material

OLYMP is aware of the harmful environmental impact of the global leather industry and the danger it poses to people and the environment. We therefore strive to keep leather consumption as low as possible or to replace leather components with alternative options.

For this reason, OLYMP only accepts leather and animal skin from domesticated animals (such as cattle, buffalo, pigs, goats, sheep and yaks) that are obtained as a by-product of food production in OLYMP products. The use of wild animal skin is expressly prohibited. OLYMP also prohibits the use of leather sourced from farms in the Amazon biome that have contributed to the deforestation of the new Amazon forests.

OLYMP imposes the following minimum requirements on its suppliers and sub-suppliers regarding the leather used:

- Business partners are obliged to disclose important information up to the tannery level: country of origin (where the animal was raised and slaughtered) as well as conclusive and verifiable evidence of animal welfare.



- Only leather from tanneries that are certified according to one of the following standards at the time of production may be used for OLYMP products:
 - o Leather Working Group for tanneries (bronze, silver or gold)
 - o OEKO-TEX® STeP
 - o IVN Naturleder

OLYMP expects its business partners to specify the animal species (common name and full scientific name) from which the leather used originates.

6. OLYMP Requirements on Animal filling and stuffing material

OLYMP strictly prohibits the use of down and feathers from live plucking. Any down and feathers that are used must come exclusively from by-products and shall not be obtained from live animals or produced through force-feeding. For padded and filled garments, OLYMP uses only non-animal fillings and, wherever possible, recycled filling materials such as recycled polyester.

If padded or filled products contain animal-based fillings, OLYMP suppliers are required to use only down or feathers certified under at least one of the following standards and to submit appropriate proof to OLYMP:

- Responsible Down Standard (RDS)
- Traceable Down Standard (TDS)
- Downpass 2017
- Recycled Content Standard (RCS) or Global Recycling Standard (GRS)

Suppliers are obliged to submit this evidence to OLYMP.

7. Future Strategy

OLYMP is observing the current developments in the field of animal raw materials and strives to integrate new developments and animal welfare issues into its work.

This animal welfare policy is therefore a dynamic document. We are constantly developing our commitment to animal protection and welfare in close dialogue with our key stakeholders and business partners, standard providers, and NGOs. We regularly review our guidelines for relevance and appropriateness and are continuously expanding the proportion of certified materials. OLYMP continues to focus primarily on the use of animal-free products and materials. Progress and developments are published regularly in the OLYMP sustainability report and on the OLYMP website.

Johann Trischberger
Chief Operations Officer (COO)
OLYMP Bezner KG

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