

Responsible Sourcing: Animal Products

Our commitment to animal welfare,
responsible land management and
a traceable supply chain

In sourcing our materials, both plant and animal based, we consider good stewardship as important as good quality. That's why we require relevant suppliers of the materials listed below to support:

- the highest standards for animal welfare.
- the best practices for responsible land management.
- the traceability of materials at each step of production, from the farm to the finished product.

How We Evaluate Responsible Suppliers

- **Certifications.** We require suppliers to support the Responsible Wool Standard and similar standards that require third-party audits and chain of custody documentation. They are the best way to verify animal welfare and environmental management practices.
- **On-site visits and research.** Wherever possible, we conduct research. Our teams interview farmers, staff and experts and observe the practices in place at the farm level.

Our Commitment to Collaborating to Create Change

We are part of a diverse set of stakeholders—brands, nonprofits, academics and animal welfare organizations—who are shifting the clothing industry's approach to animal-based materials.

- We supported the development of the Responsible Wool Standard and are currently engaged in the

Responsible Leather Round Table, created to find ethical and sustainable solutions for leather sourcing.

- Both of these industry initiatives are being spearheaded by the nonprofit Textile Exchange. EILEEN FISHER team members have been part of its board since 2013.

Animal Welfare Requirements

We require suppliers to support the Five Freedoms of Animal Welfare. Defined by the Farm Animal Welfare Committee, these are internationally accepted standards for animal care that ensure:

- freedom from hunger, malnutrition, and thirst.
- freedom from fear and distress.
- freedom from physical and thermal discomfort.
- freedom from pain, injury, and disease.
- freedom to express normal patterns of behavior.

Responsible Land Management Requirements

Our definition of responsible land management includes:

- minimizing or eliminating the use of pesticides, herbicides and synthetic fertilizers.
- protecting soil, rivers, waterways, habitats, natural areas, native vegetation, fish and wildlife.
- protecting areas that are vulnerable to land degradation and desertification.

Additionally, we give preference to suppliers who use holistic management techniques and have an annual grazing plan in place.

Traceability Requirements

We do not source our animal products directly from farmers. Instead, we rely on mills to provide a chain of custody that documents each step of production, all the way back to the farm. This ensures that animal welfare and land management practices meet third-party certification requirements.

Our Prohibited List

We strictly prohibit the use of:

- Furs or hair of any kind, excluding hair-on-hide from goats, sheep and cows.
- Angora and other rabbit hair.
- Any animals raised in cages for fiber or skins.
- Exotic skins, including (but not limited to) alligator, crocodile, lizard, snake, cheetah, elephant, rhinoceros, leopard, lion, ostrich, shark, rays, fish and marine mammals.
- Leather or skin taken while the animal is alive or from aborted animals.
- Leather from illegally forested areas in the Amazon Biome.
- Any material that comes from domesticated or feral dogs or cats.
- Protected, threatened or endangered species, including (but not limited to) species appearing in:
 - Convention on International Trade in Endangered Species (CITES),
 - International Union for Conservation of Nature (IUCN) red list as Critically Endangered, Endangered or Vulnerable and
 - Endangered Species Act (ESA).

Our Products and Our Progress

We depend on animals for the materials below, which make up approximately 15%* of our product.

Wool

Our Objective: All suppliers will source wool that meets the Responsible Wool Standard (RWS), an independent, voluntary global standard that requires farms to:

- implement the Five Freedoms of Animal Welfare.
- ban mulesing, the practice of removing skin from the sheep's buttocks to prevent blowfly parasites.

- participate in audits to verify that responsible animal welfare and land managements practices are implemented.
- provide chain of custody documentation that enables us to trace product back to the farm and verify that our wool comes from RWS-Certified suppliers.

Our Progress: In Fall 2017, the first season we introduced responsible wool, approximately 40% of our wool product met or exceeded the Responsible Wool Standard.

Cashmere and Mohair

Our Objective: All suppliers will source goat fiber that ensures the Five Freedoms of Animal Welfare, protects land and soil health and eliminates overgrazing. The increased demand for cashmere has led to overgrazing and desertification in parts of China and Mongolia.

Our Progress: Finding traceable supply chains is important to us. We have taken several research trips to investigate farms and mills, but more work is required. In the meantime, we have reduced our reliance on virgin cashmere by using recycled yarns.

- Recycled cashmere accounts for approximately 25% of the cashmere we sold in 2017. It's spun in Italy using leftovers from the production of fine cashmere garments.

Alpaca

Our Objective: All suppliers will source alpaca that ensures the Five Freedoms of Animal Welfare, protects land and soil health and eliminates overgrazing.

Our Progress: Most of our alpaca comes from Peru where herds graze high in the Andes. Based on our visits and research, the animals are primarily raised in small herds tended by families. Third-party verification would be the next step.

Down and Feathers

Our Objective: All suppliers will source down and feathers that meet the Responsible Down Standard (RDS).

Our Progress: 100% of our down is RDS certified. We use down as a fill in a select number of coats.

- An independent, voluntary global standard, RDS bans cruel practices, including live plucking and force-feeding birds, and ensures their ethical treatment by requiring suppliers to adhere to the Five Freedoms of Animal Welfare.
- RDS also includes a robust chain of custody system to document every step from farm to finished product, ensuring that the feathers in the product come from RDS-certified suppliers.

Leather

Our Objective: All suppliers will source leather that ensures the Five Freedoms of Animal Welfare and protects land, particularly from deforestation.

- Leather and skins must be sourced from by-products of the meat industry.
- Animals may not be raised exclusively for their skins.
- In addition, all suppliers will source leather from tanneries that are Gold or Silver rated by the Leather Working Group (LWG) or have other third-party verification meeting equivalent ecological criteria.

Our Progress: We are working with Textile Exchange's Responsible Leather Round Table to develop industry solutions that promote animal welfare and environmental and social responsibility. The majority of the leather for our shoes comes from tanneries that are LWG rated for their environmental impact. We're working to make sure more of our leather products meet this important verification.

Laws and Regulations

In addition to the criteria outlined in this policy, our suppliers must comply with all global, country and local laws and regulations.

* This animal products policy does not currently cover silk. Policy publication date: August 2018.